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# Intermountain Reporter

1995 Summer Edition

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# Intermountain Region Changes Roles Without Changing Faces

It's the same place with most of the same faces. But early in May, the Intermountain Region changed—at least conceptually—in terms of who people work for and work with, how they work together, and what they work at.

Based on Regional Leadership Team agreements, only 85 of the 350 people working in the Ogden Regional Office (RO) now can be considered RO or "strategic" employees. The remainder [may] stay in Ogden, but are being organized into "service teams" working for their Customers who are represented by a Board of Customers—probably from the Forests or Districts they serve. Instead of 16 National Forests, there are now six Ecoregions sharing space, personnel, services and budgets—but each in a very different way.

A decision document, outlining key proposals for the RO and ecologically grouped clusters of National Forests, now called Ecogroups, is available from

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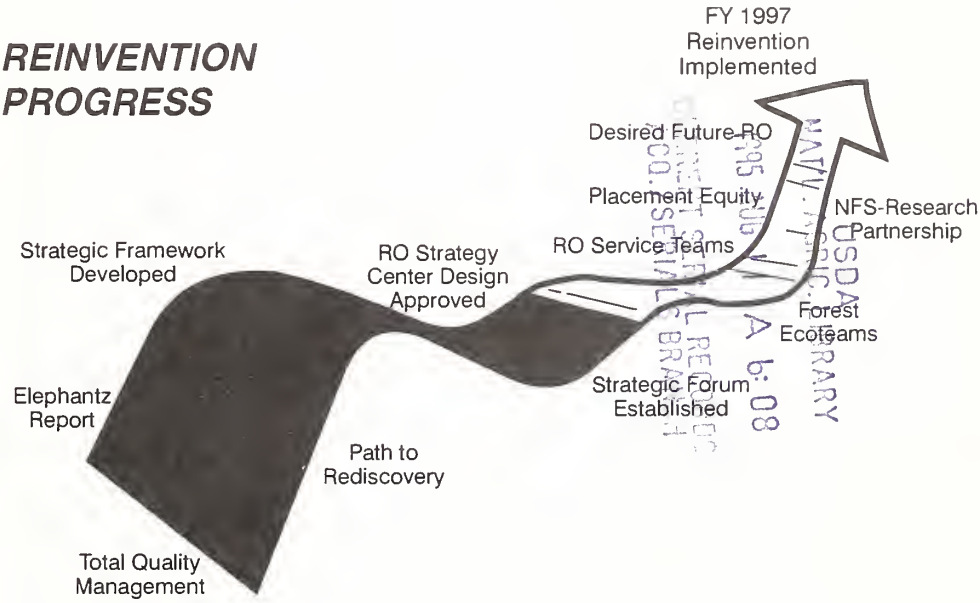
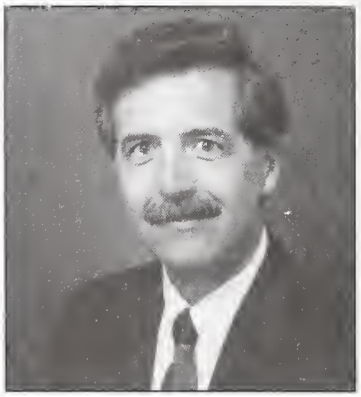
## REINVENTION PROGRESS



# Let's Make Relationships Part of the Way We Work



At one time, the Forest Service worked hard at maintaining good local relationships. We took the time to stop and talk, develop friendships, so that when we got into difficulty, the relationships were already built. I remember one Ranger who spent every morning downtown, drinking coffee and talking to his buddies. At the time, I was pretty critical. I thought, why is he wasting all that time? But he was doing the job.

The last few years have made it tougher. Many more people have become involved with National Forest management. We sometimes have reacted by being selective, building relationships with some groups and excluding others. We rarely have tried to develop relationships with environmental interests, and so they have turned to formal channels like appeals and the courts. We have spent time cultivating our Congressional delegation, but we may not have done the same with the county commissioners or the mayor.

As times have gotten tougher, we have withdrawn. We have relied on formal public involvement—and measured success by how many meetings we had, by whether we did the content analysis. But we haven't developed relationships.

I know we don't have time to do this. The plate is full, the DG is full of messages, there's so much to document. But a lot of what takes our time is because our relationships to people are broken. I'm concerned about our inward focus, that the only people we talk to is ourselves.

So how do we change that? First we need to change our view of what the job is. The job is a whole lot more than what's happening in the office. Relationships are everything. It's not our land. In order for us to know how people want their land cared for, we have to work with them, talk with them, listen to them.

People are a big part of our job. Use the networks and groups you are part of. Make relationships part of the way you work. It may take more time and effort in the short run. In the long run, I think you'll find more opportunity for growth and fun in your work. And the work just might go a little bit better, too.

Dale

## *Editorial Policy—Intermountain Reporter*

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each issue will attempt to contain something about each National Forest within the Region.
3. The Regional Forester's message will express his current feelings regarding situations within the Region.
4. The content of the Reporter will be consistent with Forest Service policy.
5. All submissions must be delivered to the Editor by the 1st of the month prior to the desired publication date.
6. Articles should be sent to the Editor on DG, (M.DUGAN:R04F12A) and a hard copy to Meghan Dugan, Payette NF, P.O. Box 1026, McCall, Idaho 83638. Photos to accompany text are to be sent to the Editor separately.
7. Articles should not exceed 800 words in length.
8. Photos should be black and white.
9. All articles are subject to editing.
10. Not all articles that are submitted will be printed.
11. The Editor has final say over content.

# Region

*Continued from page 1*

Forest Supervisors and Regional Directors (soon to be called Team Leaders). Most Forests and staff units held "community meetings" with employees in May and June to discuss the decisions—and their impact on employees. Because the decisions were complex and detailed, employees should get a copy of the document, read the relevant sections, and corner their supervisor with their questions and concerns.

This is a major step in a very long process, Susan Giannettino reminded the Leadership Team last month. That process began when R4 initiated Total Quality Management and continued with several quality improvement teams, including the "Elephantz" Team which recommended restructuring the Region along "work," "supply," and "strategic" roles. A Strategic Framework developed by leadership at about the same time articulated the desired future organization in terms of progressive stewardship, service, and quality work environment.

During the subsequent 18-month "Rediscovery" process, Regional employees and Directors and teams from the six Ecoregions have put together proposals on how best to do that. In fall, 1994, the RO moved towards a more strategic role with initiation of a Regional Forester Team (Dale Bosworth, Clair Beasley, Jack Blackwell), a Strategic Forum for long-range strategic issue management, and approval in December of a desired future RO organization. Meanwhile, Forest representatives worked on ecogroup proposals.

This spring, Forest and RO representatives further negotiated the match-up between services the RO provides and services desired and needed by the new Ecogroups. The May Leadership Team meeting finalized the negotiations with a consensus/tie-breaking decision process. Points of agreement were decided. When there was a major impasse, the Regional Forester Team would ask both sides for information, caucus (meet in a brief closed session), and make the tie-breaking decision.

Regional Forester Dale Bosworth noted there are significant differences among Ecoregion proposals and that's okay. "This gives us the opportunity to test new ideas, compare, and monitor the results and improve our organization as we go. There's always a concern about consistency but we don't want one-size-fits-all."

He sees significant changes in how the Forests are working together, with more sharing, teamwork, and "working together as if boundaries did not exist."

So what's next? In the RO, the Board of Directors has been going through an arduous process of matching up employees to positions which have changed under the new organization. Ecoregion teams are working on implementation at different rates: for instance, Nevada forests are well into their new organization; Southwest Idaho will develop a strategy for making additional changes by October 1.

On June 29, Bosworth was scheduled to present R4's proposed new organization to the Washington Office for approval.

Target to implement R4's future organization is FY '97, but it won't all be done then. Bosworth has said the process will take time and may look different than proposed at the other end. The Chief could make some changes. The R4 proposal also reflects National Reinvention direction to replace current Regional Forester and Deputies with four Directors for National Forests, Operations, State & Private Forestry, and Research. However, the new Secretary of Agriculture was still reviewing Reinvention at press time; there could be other Reinvention changes R4 would have to address.

The biggest changes probably will be for former "RO" employees. In a nutshell, the emphasis is getting resources closer to the ground and services closer to the customer—Forest users. Only a few "strategic" jobs are needed at the Regional level. And Ecoregion representatives have said they can't fund all the services previously provided from the RO.

But Regional leaders are pursuing some innovations to avoid a RIF, Surplus List, or unwanted moves over the next two years. A Regional equity team worked closely with the union and personnelists to ensure a fair process of matching existing employees to new jobs in the future organization.

Bosworth said he knows the long change process has been draining, but it provides the chance to experiment and do things more thoughtfully. "I have never seen us try to implement change in a very thoughtful way," Bosworth recently told Regional employees. "Normally we say 'Okay on July 1 we are going to be different.' It hasn't worked well."

"To be successful, we need to look at this change as a vision. We need to implement it over time and monitor. This is a long-term path, we need to take it one step at a time," Bosworth said.

Bosworth told the Leadership Team he has "trepidations about moving forward, (but) I get even more nervous about NOT moving forward." He said the greatest risk is to "sink into the depths of mediocrity. We keep hearing from the public: 'Be responsive, do more with less.' We need to get more efficient but in intelligent and meaningful ways."

by Cindy Chojnacky
Regional Public Affairs Office

*If we don't change our direction, we're likely to end up where we're headed.*
*Old Chinese Proverb*

# VIEW-POINTS

Dear Mr. Bosworth:

I am responding to your invitation in the April Intermountain Reporter, to exchange ideas about Forest Service (FS) management. First, let me introduce myself. After more than 20 years as a soil scientist with the FS, I retired from the Bridger-Teton NF in 1990. Now I am pursuing a new career as a small business owner and entrepreneur.

Recently, several things have come together to make me think about FS operations, primarily how the individuals that make up the agency do things. 1) I have been taking a class on managing a small business, 2) I have almost daily contact with people in other businesses, and 3) I have occasional contact with the government sector. Together, these and other things have led me to develop a much different picture in recent years, about the way government and the private sector see each other. The very short answer is that dealing with the FS (and other government entities) is much different than what I perceived it would be when I was part of the agency. For the rest of my comments, I will only be discussing my views as they relate to the FS.

My premise is, every person in the FS must make some changes in the way they interact with people, both within the agency and with the "public" if the necessary management changes are to occur. Almost every person (with very few exceptions) in the FS has to some degree, a confrontational style in the way they deal with others, whether it be in office meetings, public meetings, or in their personal lives.

Part of my business class work has made me more aware of good and not-so-good ways of communicating with other people. So far, in my private sector experience, I have not encountered confrontational people in the business setting. Don't get me wrong, the private sector business world is very competitive, but it is not nearly as confrontational as the FS. For myself, I have a lot of work to do in improving my communication skills now that I am more aware of the situation that I am in.

I remember so many FS meetings for planning, etc. where confrontation was the rule rather than working together to build a solution. This is a problem that goes beyond challenging someone's idea to gain an understanding. It goes into the realm of "turf" battles and egos. In public meetings, all too often, FS employees resort to varying degrees of confrontation in the way they respond to questions. In another situation here in Colorado, my wife and I were enjoying a picnic lunch on FS land when an individual in a green pickup stopped and asked a "what are you doing here" question rather than using a "how are things going today" approach. I can go on with more examples of working on FS projects with contracting officers, COR's, and so forth.

With this background, I will start answering your questions (some feedback will be appreciated so I can expand my answers if needed) about different facets of the needed change. I have added my words in brackets to your questions as a way of providing my slant to them.

1. "Is it a cultural change [that is needed]?" Yes. How can you and the agency accomplish this?—See answer number 2.

2. "[Is it] a behavioral [change that is needed]?" Yes, because the agency is no more nor no less than the aggregate of its individuals. One thing that was repeatedly emphasized in my business class was—no matter how large the organization is, you are always dealing with another person.

3. "[Is it] an [individual's] attitude?" Yes, now I am down to the core. This idea will probably be met with (a lot of) resentment and resistance by most individuals if the ground work isn't carefully laid out before hand. What I propose is to set up a training program that will, over a period of time, be attended by everyone. This program needs to focus on developing positive personal communication techniques. Everyone will benefit, including the families of employees, when people practice better ways of using words in their interactions with others, be it anger, frustration, or whatever that must be dealt with. If I were designing this course, it would have a large component of practice sessions, under the direct guidance of qualified instructors, in how to choose appropriate words to use in various situations. Everyone attending the course would have a follow-up one- or two-day session about four weeks after the initial session to help reduce backsliding.

4. "Is it desirable to change?" Yes, even mandatory.

Other kinds of management changes are also needed, but that can be the topic for another letter. For now, I see from recent news reports and my own experiences that much good could be accomplished for the government's image if each individual employee would improve their communication skills. We all acquire an ability to talk, but just because we can do that doesn't mean we are good at talking.

Sincerely,

Gordon E. Warrington, Ph.D.
Owner/Soil Scientist
WECSA (Warrington Ecological Systems Analysis)
Fort Collins, Colorado
Email: 74022.1157@CS:x400

# The Dog Days of Summer

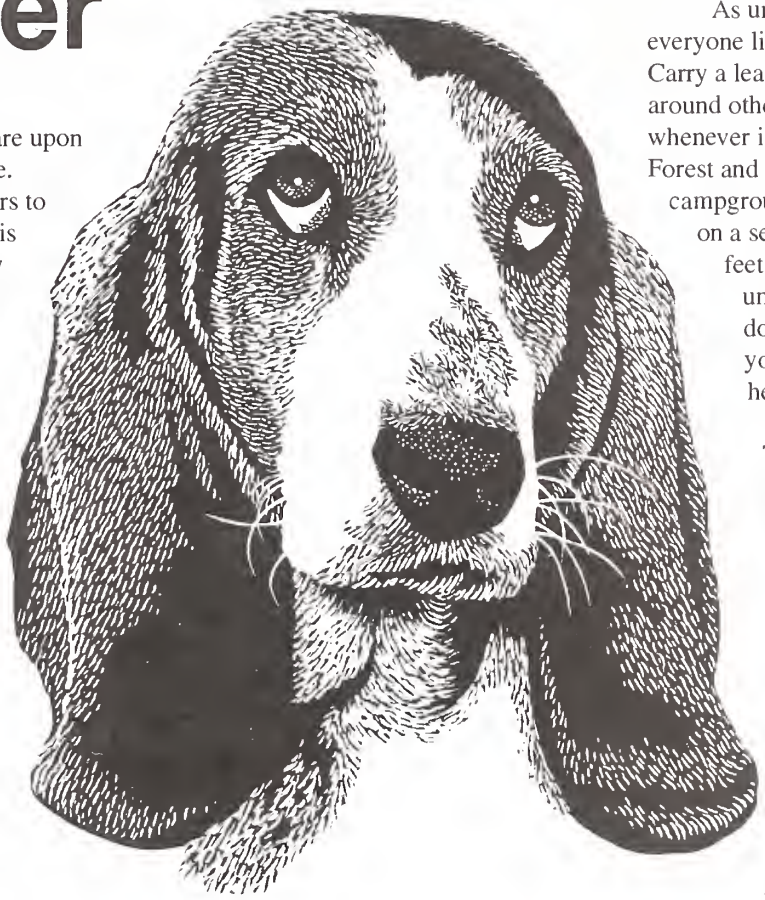
The dog days of summer are upon us in more ways than one. Although the phrase refers to the rising "dog star" Sirius, this is also the time of year when many people head to the mountains to hike and backpack with their families and family dogs.

On the Humboldt NF and Bureau of Land Management lands, dogs aren't restricted from back-country trails, and, like their owners, the National Forest and public lands are there for them to enjoy. But these hot summer days and rough mountain trails can be rough (or rough-rough as your dog might say) for the unprepared dog and human—no matter how much fun you were planning to have! A little preparation and forethought can help prevent a lot of suffering.

If you bring your dog hiking, remember that dogs are just like people. You can't expect a dog who has been sitting on the couch watching Lassie reruns all winter to be like Super Dog out on the trail. Plan your hike accordingly. These hot days can be miserable for us—imagine hiking with a fur coat!

You can't always rely on finding water along the trail, so bring extra water for yourself and extra water and a drinking dish for your dog. On really hot days, think about less rigorous exercise. Always watch your dog for signs of exhaustion and heat stress—excessive panting, weakness, disorientation and refusal to move. Use water to periodically cool down your furred friend and let him/her rest as often as needed.

If you're spending the night out in the back-country, don't forget to store your dog food along with your people food out of reach of game animals and rodents. Watch out for animal remains (dead cows, sheep, deer, rock chucks, manure and other smelly items). While humans may turn their noses, many dogs think this is great stuff and will eat or roll in it to savor the experience. This can often ruin a trip for the owner and sometimes even for the dog.



Rocks and talus slopes can be hard on unconditioned doggy paws. Cut and torn paws will end a trip quickly, leaving you with bleeding paws on a dog who is limping or needs to be carried out. Watch your dog's feet for signs of wear and tear. Dog booties can be purchased or made at home and placed in your first-aid kit. Make sure your first-aid kit includes needle-nose pliers—just in case your friendly dog meets a not-so-friendly porcupine.

Every year, there are dogs who, just like people, are busy looking around, smelling the flowers and checking out new things only to look up and find themselves lost. Sometimes the dog gets too far away to hear your call or smell the way back. This can be very scary for both of you. Keep your dog under verbal or physical control.

As unbelievable as it seems, not everyone likes dogs! Be considerate. Carry a leash and use it on busy summits, around other people's campsites or whenever it seems necessary. In National Forest and Bureau of Land Management campgrounds, your dog must be kept on a secured leash no longer than six feet. If your dog is aggressive and unfriendly to people or other dogs, it may be best to leave your dog at home or take him/her hiking in a remote area.

Practice "Leave No Trace" when you're out with your dog. One thing most people don't expect on a trail is doggy doo. Please use a stick to move feces off the trail. Try to keep your dog from wallowing in a spring where other hikers may soon drink. And for those dogs who just can't resist chasing wildlife or livestock, keep them restrained.

In conclusion, don't bite off more than you or your dog can chew. While this may seem like a long list of doggy do's and don'ts, a little common sense and courtesy will go a long way to helping everyone—even our dogs—enjoy the mountains.

Submitted by
Cheri Howell
Humboldt National Forest

***In the last year, Forest Supervisor positions on six National Forests in Region 4 were vacant due to retirements and transfers. The search for new supervisors ended this spring. We welcome Bert, Dave, Sandra, Janette, George, and Bernie to Region 4!***

*Bert Kulesza.*

*Dave Rittenhouse.*

*Sandra Key.*

BERT KULESZA took over supervision of the Ashley NF, replacing Duane Tucker who retired. Bert comes to Region 4 from the Clearwater NF where he was Deputy Forest Supervisor. In 1969, Bert began his Forest Service career as a Hydrologist on the Payette NF. He also worked as a Hydrologist on the Boise NF and was a District Ranger on the San Juan NF. Bert was Agency Leader on the post-fire assessment and rehabilitation of the 1988 Greater Yellowstone Ecosystem fires, and worked in the Range, Air, Wilderness and Ecology Staff in the Region 1 office.

DAVE RITTENHOUSE, new Boise NF Supervisor, is back in the Lower 48 after supervising the Tongass NF in Alaska. Dave played a key coordination role in the Exxon-Valdez oil spill in Prince William Sound, serving as the Forest Service Chief's representative and working with all affected Federal and State agencies. He served as Alaska Affairs Coordinator in Land Management Planning, WO; was Assistant Recreation Director, Alaska Region; and was the Wisdom District Ranger on the Beaverhead NF. Dave replaces Steve Mealey, who left several months ago to lead the interagency Columbia River Basin Assessment effort.

SANDRA KEY moved from her job as Forest Supervisor of the Sequoia NF in California to head up the Bridger-Teton NF in Jackson, Wyoming. For Sandra, this is a return to the Greater Yellowstone Ecosystem where she has worked for several different agencies. She was Deputy Team Leader for the Greater Yellowstone Coordinating Committee, and served as Co-team Leader for the Greater Yellowstone Vision effort. During her years with the National Park Service, Sandra served as Deputy Superintendent of Glacier National Park, and was Park Superintendent of Bryce Canyon National Park, Knife River Indian Village, and New York City's Gateway National Recreation Area. Sandra also did a two-year stint as a public relations officer for the US Fish & Wildlife Service. Sandra replaces Brian Stout who retired a year ago.

*Janette Kaiser.*

*George Matejko.*

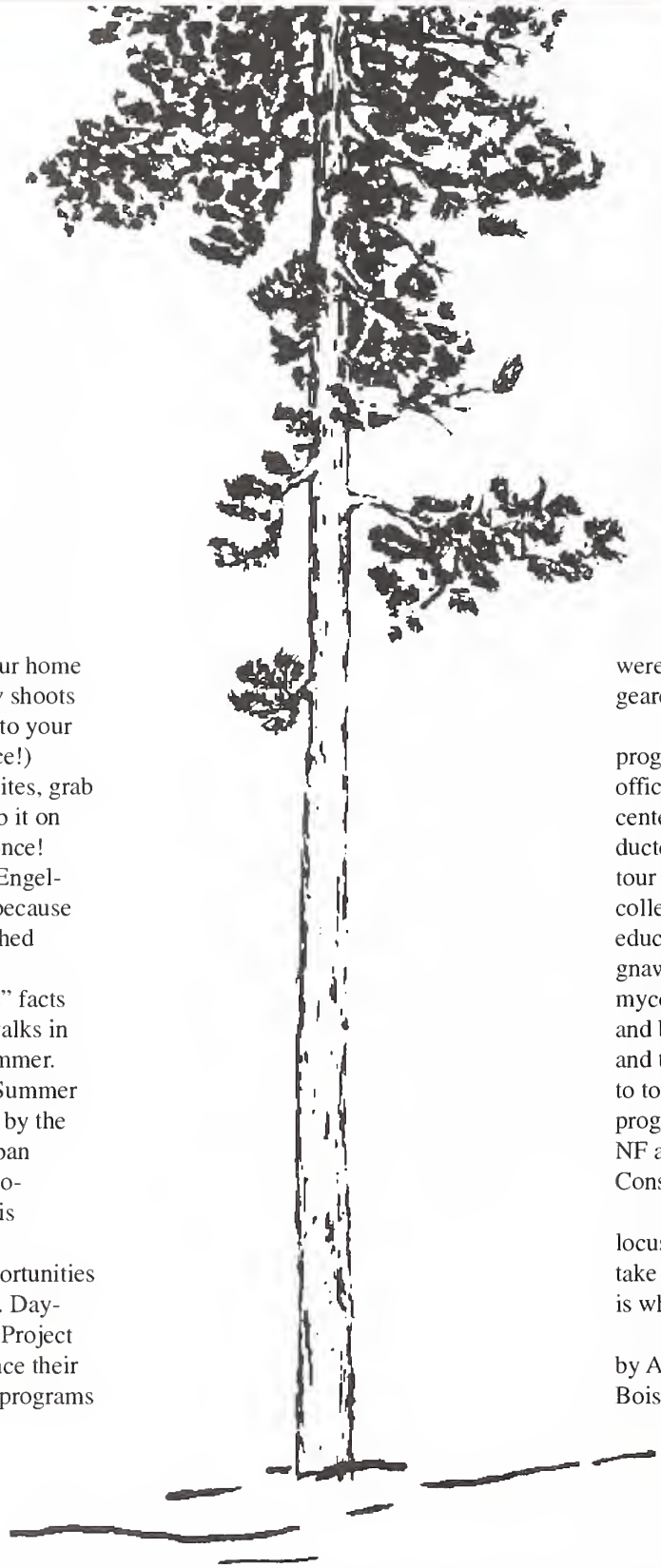
*Bernie Weingardt.*

JANETTE KAISER is the new Supervisor of the Manti-LaSal NF, replacing George Morris who retired last September. Previously, she was the Rangeland Ecosystem Specialist in the WO, served as National Weed Coordinator, as co-chair of an Interagency Committee on Rangeland Health, and was a member of the Rangeland Reform Team. Janette also served as Cedar Creek District Ranger, Range Staff Officer, and Regional Range Staff Officer on the Mark Twain NF in Missouri. She also held range positions on the Coconino, Tonto, and Apache-Sitgreaves NFs in Arizona.

GEORGE MATEJKO, who was the acting Director, Legislative Affairs in the WO, is now the Forest Supervisor of the Salmon-Challis NF. He worked in the Northwest Regional Office leading a team that developed a nationwide Nursery Pest Management environmental impact statement. But George is no stranger to Region 4—he was the Spanish Fork District Ranger, the Resource Assistant on the Island Park RD, and the Hydrologist for the Targhee NF. He also served as District Hydrologist for the Bureau of Land Management in Rock Springs, Wyoming. George succeeds Chuck Wildes, acting Salmon-Challis Forest Supervisor, who accepted the Forest Supervisor position on the Lolo NF in Montana.

BERNIE WEINGARDT left his post as National Recreation Strategy Leader in the WO to become the Wasatch-Cache NF's new Supervisor. He replaces acting Forest Supervisor Pete Karp, who will continue as Forest Supervisor of the Uinta NF. Bernie recently represented the Forest Service on a task team to implement the President's "AmeriCorps" National Service Program. He also led a team that analyzed and recommended alternative management direction that was chosen by the Chief for the Frank Church-River of No Return Wilderness. Bernie's previous assignments include Deputy Forest Supervisor of the Mt. Baker-Snoqualmie NF, District Ranger on the Dillon RD, White River NF, and Ranger on the Mancos RD, San Juan NF.

# The Summer Tree Discovery Program's "Gee Whiz" Facts Fascinate Boiseans



Want to "spruce" up your home brew? Add some new shoots off a Norway spruce to your wirt. (Make sure its not cat spruce!)

For relief from mosquito bites, grab a leaf off a white ash tree and rub it on the bite—the itch goes away at once!

Ever heard of cat spruce? Engelmann spruce got this nickname because of the "pungent" odor of its crushed needles.

These and other "gee whiz" facts were presented at evening tree walks in two of Boise's city parks last summer. The tree walks were part of the Summer Tree Discovery Program offered by the Boise NF and the Boise City Urban Forestry Unit. The Boise NF is co-sponsoring the program again this summer.

The program provides opportunities for Boiseans to learn about trees. Daytime programs for children used Project Learning Tree activities to enhance their awareness of trees. The evening programs were a form of recreational education geared for adults and families.

We used a city park for our program site and parked a converted office trailer to serve as our "visitor's center." The presentations were conducted outside, but afterwards there was a tour through the "tree trailer" to see the collection of local seeds and leaves, educational tree posters, rotting wood, gnawed-on wood, fungal fruiting bodies, mycelial mats and fingers, wolf lichen and bear's hair lichen, different barks, and tree cores and cookies. All available to touch, of course! Funding for the program came from the City, the Boise NF and the regional Natural Resource Conservation Education Program.

This summer, when the honey locust pods are half ripe, open one up and take a bite. The edible pulp inside the pod is what put the honey in honey locust.

by Alexis Collins
Boise National Forest

# An Ecosystem Approach to Managing Monroe Mountain Wildlife

Monroe Mountain, on the Fishlake NF, has a trophy class elk herd which is rapidly becoming one of the premier herd units in the Western United States. The intense study of this elk herd has vastly increased our knowledge concerning critical use areas such as calving locations, competition with livestock, population dynamics, and migrational patterns.

In 1993, Monroe Mountain was selected as one of nine "Seeking Common Ground" demonstration areas, a nationally-sponsored partnership that promotes long-term improvement projects for the West's rangeland ecosystems. A knowledge of this elk herd's behavior within the demonstration area is key to understanding its role in the ecosystem.

Unified partners in this cooperative study—the Rocky Mountain Elk Foundation, National Fish and Wildlife Foundation, Forest Service, Utah Division of Wildlife Resources, the Bureau of Land Management, Sevier Wildlife Federation, and other interested parties—have put money, time, and effort into trapping, marking, and tracking elk on Monroe Mountain. Six trap sites were established throughout the mountain which resulted in about ten percent (72) of the overall elk population receiving radio transmitter collars.

Although the study's primary focus may appear to be on elk, the spotlight is also on small mammals, migratory and non-migratory birds, fish, insects, amphibians, reptiles, and many other species of "wildlife" which make up the complex food chain of this unique ecosystem.

Before a project of any kind is approved on the Forest, biologists survey the proposed project areas for presence and use of all species of plants and wildlife. Special attention is given to species on the Federal Threatened, Endangered, or Sensitive (TES) list. If any TES species are found, plans for the proposed project are halted or changed to avoid impacts to the TES specie or its related habitat.

As habitat projects are completed, monitoring often shows increasing or decreasing populations of large and small creatures alike. In most cases, properly planned projects will enhance habitat for all wildlife far into the future.

It's our goal to take an ecosystem approach to wildlife management while inviting the public, state and federal agencies to participate in designing and implementing efforts to improve forest health and maintain diverse habitats for all wildlife species that have potential to exist and perpetuate in the area.

by Kreig Rasmussen
Wildlife Biologist
Fishlake National Forest

*A young mature bull elk on Monroe Mountain.*

*Elk calving area identification has been a big part of the Monroe Elk Study.*

*Rocky Mountain Elk Foundation banquet in Richfield, Utah. Money earned goes toward elk habitat on the Fishlake National Forest.*

*The study also examines other wildlife, such as this goshawk.*

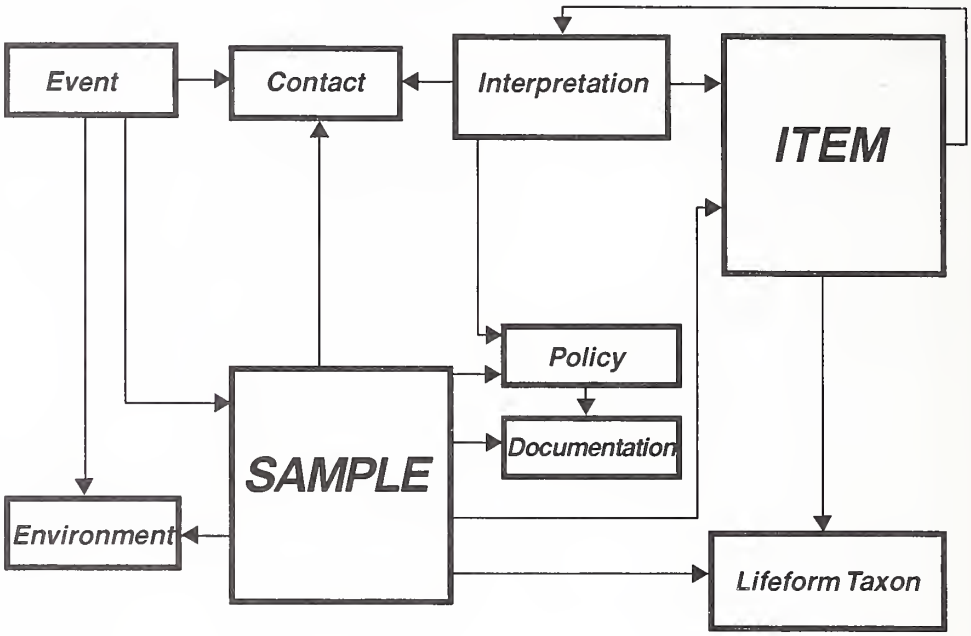
# Common Survey Data Structure Lets Regions and Forests Develop Specific Reports and Analysis Tools

In November 1993, the Deputy Regional Foresters for the western Regions and the Pacific Northwest Station agreed to begin a project to develop a common field survey data structure (CSDS), with the first emphasis on the existing vegetation. All Regions were invited to participate as partners in the project. Since the first stages of the vegetation efforts were successful, the partners approved the project, proceeding with development of the data structure for land (soils, geology, etc.) and water.

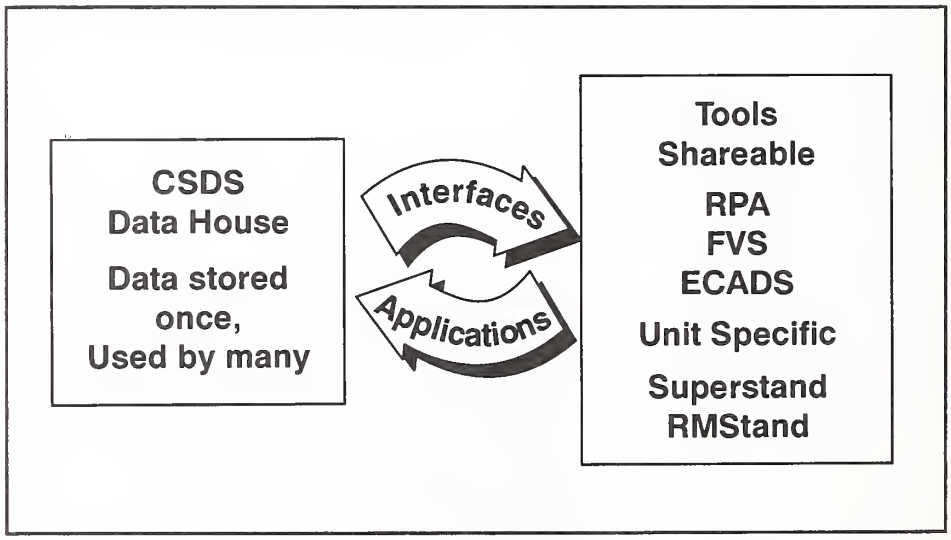
Using the Forest Service methodology in the Information Management Framework, the project has identified a common set of data elements, agreed on data definitions, designed a data structure, and developed core database tables with basic input and edit forms for existing vegetation field resource surveys. This structure will not be a "meet all needs" operational system, but will provide a common framework with the flexibility to allow Regions and Stations to develop reports and analysis tools (applications) to meet their specific needs.

Although the CSDS Oracle relational database is a complex structure, it can be broken into smaller, understandable pieces. At the most fundamental level, there are nine groups of entities within CSDS. Each group of entities can be thought of as being equal to the following topic:

- Event = Why
- Sample = How
- Item = What
- Interpretation = Calculation
- Lifeform Taxon = Technical
- Environment = Where
- Contact = Who
- Policy = Authority
- Documentation = Reference




*CSDS Database Block Diagram*



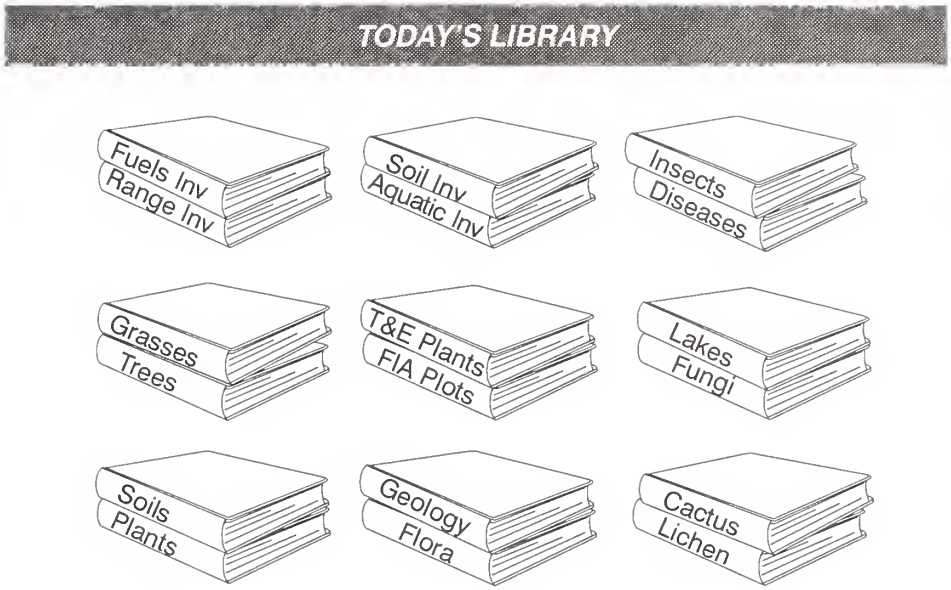
## Desired Future Condition

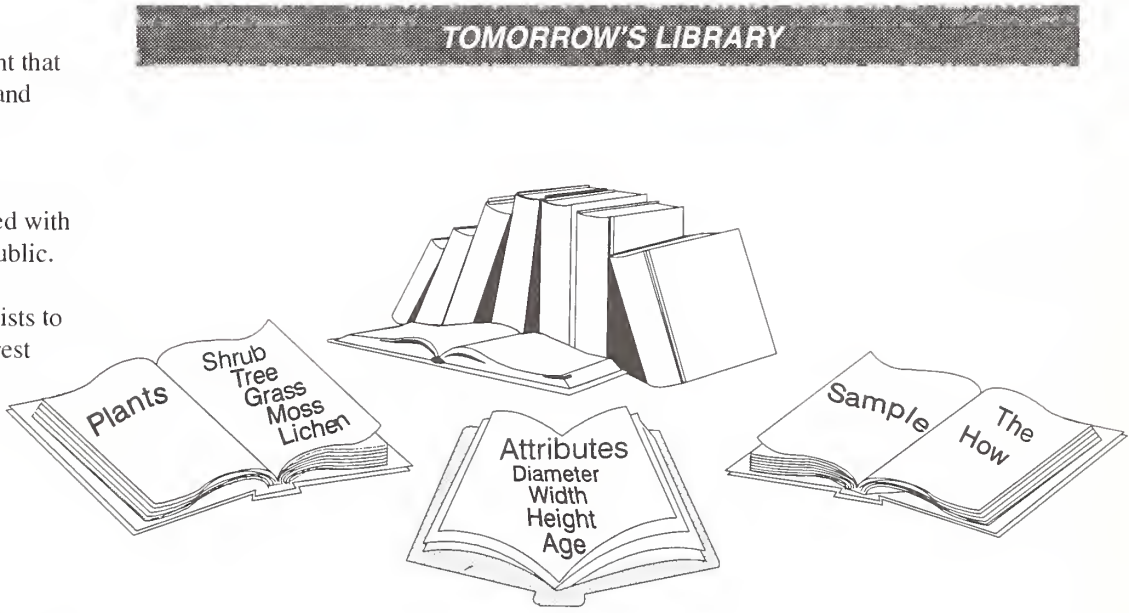
The Forest Service Information Management Framework outlines a desired future condition in which the Forest Service recognizes information as a resource critical to success, and strives to bring quality information to the right people at the right time. This will support sound and deliberate decisions and generate ideas. Several basic principles are embodied in this framework:

- Information management is an integral part of every Forest Service program.
- Information systems are designed to help meet business needs.
- Data are captured at their source as a natural course of conducting Forest Service business.
- Data are entered once and used often.
- A shared data environment consists of integratable databases coordinated through modern data management technology.
- Widely used, commonly understood, and persistent data, information, processes are standardized.
- Data are consistent to the extent that implementation at each level, and across units, is compatible and mutually supportive.
- Data and information are shared with external cooperators and the public.
- A technology infrastructure exists to support the business of the Forest Service at all locations.

These principles are aimed at taking us away from the current information-handling environment and towards the desired future environment. The desired future condition will feature full integration between databases, GIS capability, modern workstation technology, and a flexible, open systems environment.

by Sue Preece
Computer Specialist
Regional Office



# 1994 Boise NF Fire Camp Recycling Record Hits All-Time High Thanks to '93 Recycling Plan

***A column of smoke is spotted by the lookout. A radio call goes to the Forest dispatcher and crews are soon heading towards the rapidly growing column. First reports indicate the fire has potential to become a major incident and an overhead team is ordered. Another "big one" has burst in the Northwest and the firefighting machine comes to life.***

Everyone associated with fire is familiar with this scenario and the long days that follow. We all know the scene.

So what does the firefighting machine have to do with recycling? Well, fire camp has some of the same problems as a permanent city, including transportation, health care, shelter, and... garbage. Fire managers do a pretty good job of trying to minimize the impacts of fire "boom" towns on the surrounding communities with one exception—garbage.

Garbage has to go somewhere and usually that's the local landfill, right? Consider that in rural areas, a fire camp can have a higher population than the neighboring town. Also, a fire of any magnitude and duration could take years of use from the landfill, edging it closer to its planned capacity. Any former resident of fire camp can attest to the mountains of waste generated. Comments often heard are, "Why can't we use some of the cardboard?" or "It's such a waste to throw things away."

## Boise NF Recycles

These comments generated action on the Boise NF. Over the last eight years, the Boise has had its share of fire boom towns, and we decided to do something about the garbage problem.

In 1993, a Fire Camp Recycling Plan was drafted, outlining the duties of the Recycling Liaison Officer (RLO), materials to be recycled, and basic requirements of establishing a recycling program in fire camp. The plan was written to minimize impact to the overhead team and cost to the incident but capture as much recyclable material as possible.

Preplanning, coordination, and education are key to a successful program. The forest dispatcher, local recycling center or collector, and RLOs must be briefed on duties and the proposed action plan before the fire season starts.

Implementation begins with the forest dispatcher notifying the RLO when an overhead team is ordered. At the initial forest briefing, the RLO is introduced and the recycling plan reviewed. The RLO coordinates with the logistics chief and the food, supply, and facilities unit leaders to minimize impacts to the overall fire effort. The RLO directs, coordinates, and supervises recycling activities and personnel in fire camp.

From July 20 through October 30, 1994, the Boise NF experienced wildfires and rehabilitation efforts on 300,000 acres. The activity generated more than 81,000 pounds of cardboard, 8,700 pounds of plastic (68,000+ water bottles), 3,775 pounds of aluminum cans, and 1,500 pounds of glass. This is an estimated 300 cubic yards that didn't go to the local landfill. In addition, over $3,400 was returned to the United States Treasury from the receipts.

## What Recycling Efforts Worked?

❖ The RLO, facilities unit leader, and camp manager coordinated for recycling needs and monitored the program.

❖ Collection containers were clearly marked for recycling use and were a different type and color than trash cans. For convenience, recycling and trash containers were located together.

❖ Fire crews were informed of the recycling program at morning briefings and in written briefings. Everyone was encouraged to participate by separating tin, aluminum, glass, and plastic in spike camps and at the Incident Command Post.

❖ Camp crews collected recyclable material from recycling containers.

❖ Information about the recycling program and the daily pounds collected were posted on bulletin boards, along with recycling facts and trivia.

❖ The program was as user friendly as possible to minimize impacts to the overhead team and lower the cost to the incident.

## What Recycling Efforts Need Rethinking?

❖ Can't rely on empty supply trucks (returning to town from camp) to haul material to the recycler. Trucks were in short supply because of the large fire activity.

❖ Need to post lots of recycling signs around camp and provide plenty of recycling containers.

❖ The RLO needs to work closely with the facilities unit leader to keep that person informed.

## To Improve Fire Camp Recycling

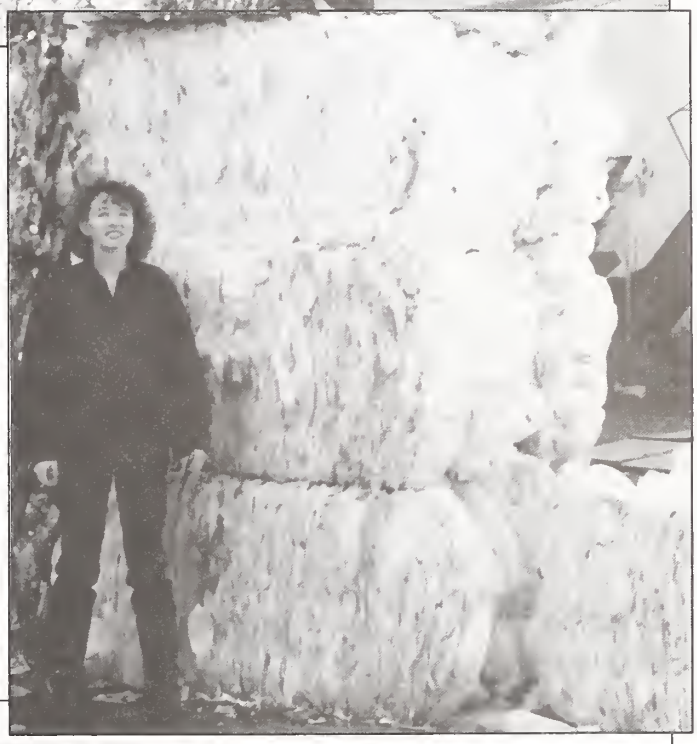
We recommend that other areas consider a similar recycling program and that they ask public service groups for a list of potential and reliable people to interview before the season. Such preplanning allows a chance to screen applicants. We also suggest that you:

❖ Have a pre-agreement with a hauler or designate a specific vehicle for hauling. Or, with the trash disposal contractor, try to coordinate recycling with regular trash pickups. The contractor may be able to haul recycled material to the recycling center.
❖ Prepare recycling signs and containers before fire season begins.
❖ Locate bins at convenient areas in camp such as briefing/meeting and eating areas.
❖ For easy pickup and hauling, line all containers with plastic bags.
❖ Bundle, bag, or box all recycling material (weight should not exceed 45 pounds).
❖ Locate the main collection area near the supply station or kitchen. Allow for a lot of room.
❖ Make disposal and collection as user friendly as possible.

We felt that overall, our efforts have been very successful, and we know where we need to make improvements in the future. Above all, we felt that because fire and garbage can affect our environment so drastically, maybe our efforts to recycle will help lessen some of these impacts.

by Darrel Van Buren
Civil Engineering Technician
Boise National Forest

*Recycling Liaison Officer Debbie Bowen stands by 800 pounds of compressed aluminum cans. A total of five of these bricks were collected by the Boise NF during the 1994 fire season.*



*One bundle of plastic weighs 1,000 pounds. Almost nine such bundles were detoured from the local landfill by recycling on the Boise NF in 1994.*

*Debbie stands before a 62,000-pound load of cardboard. The Boise NF collected over 80,000 pounds of cardboard from the 1994 fire season.*

# Boise NF Wraps Up Wildfire Recovery Project

***After months analyzing areas burned by the 1994 fires, the Boise NF approved the Boise River Wildfire Recover Project, allowing harvest of fire-killed trees.***

*BEFORE—Wildfire on the Boise National Forest.*

*AFTER—Burn area on the Boise National Forest (same vantage point as above photo).*

August 19th was a momentous day for the Boise NF, and not just because more than 32,000 acres on the Idaho City and Mountain Home RDs were burning with the wildfires—the first of the fires started on July 28th. It wasn't the fact that firefighters and resources were being ordered in record numbers—over 1,400 people on the job that day. Nor was it the fact that forest personnel planned and executed a night burnout operation, securing six miles of line to save 30 homes and buildings in Idaho City.

What happened was that Acting Forest Supervisor Cathy Barbouletos, Idaho City Ranger Hal Gibbs, and Mountain Home Ranger Larry Tripp met to discuss long-term goals and recovery plans, setting the precedent for days, months, and years to come. "Although we were focusing on recovering the Bannock Creek and Rabbit Creek fires, the decisions we made that day guided us to recover other fires too," said Ranger Hal Gibbs.

They worked from their experience and what they knew would work, thoughtfully laying out the ground work. What they knew was that, although successful, the 1989 Lowman recovery project was too comprehensive in scope, tying up recovery of some of the economic value of the timber. They also knew that though the 1992 Foothills Fire recovery project was the largest salvage project in the history of the Boise NF and a good model to follow, they had to take it one step further.

The August 19th meeting established a plan to accelerate the recovery effort and assess opportunities for the use of fire-killed trees. Centered around four areas of concern, this plan set the framework and guidelines which led the Forest through the entirety of the recovery project while striving to promote regeneration of trees on forested areas, to maintain or improve hydrologic condition of watersheds, to protect long-term soil site productivity, and to recover the economic value of fire-killed trees.

With two districts, two line officers, and two sets of district specialists, they knew they would have to work together treating the two districts' problems with one larger project plan. They agreed that district boundaries didn't matter and established an ecosystem management approach to recovering the land.

The 1994 summer of fire left the Idaho City and Mountain Home RDs with 184,500 acres of burned land

approximately 50 miles long by ten miles wide. With much work to be done and the fires still burning within the perimeters, the Forest formed the Boise River Wildfire Recovery Team of soil scientists, hydrologists, fish and wildlife biologists, plant material specialists, silviculturists, and fire behavior scientists to lead the recovery effort—once again stretching resources and personnel to the max.

The team used the 1992 Foothills Fire environmental analysis as the framework, applying the results and successes to the Boise River project. Learning from the past salvage effort, they knew that 20 to 80 percent of the economic value of the fire-killed trees would be lost after just one season. The team designed a timeline to expedite the analysis to capture the value of the timber.

The main goal, however, was to take an in-depth look at what needed to be left to provide for recovery of soils and watersheds, then harvest only surplus. "We want to leave the trees that need to be left to promote natural regeneration and then salvage the rest to recover the economic value," said Ranger Larry Tripp describing the effort and launching the recovery plan.

And so it began. Specialists who were not already there headed to the field to assess the impacts of the fires. Many specialists worked around the clock, and they worked, and worked, and worked.

With field data flooding the office, the recovery team identified a proposed action and prescriptions to best heal the land. On October 3rd, line officers headed to the Regional Office to present an overview of the project to the Regional Forester.

With the clock running, scientists on the Boise worked to perfect the prescriptions and develop alternatives to the proposed action to allow the Forest Supervisor to make a final decision.

During that time, the recovery team began a major scoping plan. "We wanted people to get involved and comment on what we were doing," said Project Leader Terry Padilla. With a highly visible decision in the process, the team wanted to make sure that every person, organization, and agency was contacted—the first public meeting packed the house. The team sent out over 350 newsletters, keeping the public involved with the project every step of the way and continuously adding people to the project mailing list. A recorded phone line was set up to allow people to call in and get project updates and leave information requests.

*Natural regeneration on the Boise National Forest. Note: In areas that burned HOT, no regeneration is visible.*

Public response to the project was overwhelming—475 responses were received state-wide during the scoping project, and 909 comments were identified. In addition, 3,758 individuals signed a petition urging the Boise NF to move quickly to salvage harvest the dead trees.

Within six months from the time of the end of the fire activity, Cathy Barbouletos signed the Record of Decision which approved reforestation planting on approximately 18,600 acres, design features to promote natural regeneration of trees on the project area, and salvage harvesting on 77,500 acres. "We have used the best possible science to make the best possible decision," said Barbouletos in response to the project.

*Aerial photo: Idaho City Complex Burn Area.*

by Nadra Angerman Kellogg
Public Involvement Coordinator
Boise River Wildfire Recovery Project

# Bullion—Canyon of Mining History, Folklore, and Gold

*A rustic sign transports the Miners' Park visitor back in time to the late 1800s.*

Since the days of the Egyptians and even before, gold has allured the souls of most mortal men.

> *Gold! Gold! Gold! Gold!*
> *Bright and yellow, hard and cold.*
> *Molten, graven, hammered, rolled,*
> *Heavy to get and light to hold!*
> *(Thomas Hood, n.d.)*

In the mountains, canyons, and creeks of Utah, people through time have panned, blasted, and tunneled for gold. Near Marysvale, on the Fishlake NF, there is a rugged and beautiful gorge called Bullion Canyon that is littered with the remnants of early western mining. Some of these vestiges, hidden beneath the apsen and cottonwood trees along the creek, may be hundreds of years old and date to the days of the Spanish Conquistadors. According to local legend, when the American miners of the 1860s followed a trail of placer gold into the canyon, they found a rock crushing device, called an arrastra, and piles of gold ore in rotting leather bags. Today, this same arrastra can still be found on the banks of Pine Creek.

By the 1870s, placer gold was hard to find. Men quickly went about the task of digging hard rock mines in search of gold that snaked in veins through the walls of the canyon. With the opening of each new mine, tales of wealth and prosperity drew more and more hopefuls to Bullion Canyon. In 1881, the canyon boasted three gold camps: Webster, Bullion, and Virginia cities. The census for that year records 1,681 souls residing in Bullion City.

The limits of the Bullion City camp began about a half mile downstream of the bridge that crosses Pine Creek. At this spot, a fairly constant flow of railroad cars supplied the Sylvester-Soderberg Mill with ore from the mines further upstream. Across the creek from the mill, a boarding house offered miners and mill workers temporary accommodations. Up the road near the bridge, shacks and shanties permanently housed most of the miners in this part of the canyon. Gradually, as the mines of the canyon played out, Bullion City died a slow death. The end finally came in 1938 when the Bully Boy Mill was closed.

Today, traces of the old gold mining days are everywhere. The tailings and foundations of the Sylvester-Soderberg Mill are still visible as is the railroad grade that brought cars of ore to the mill. The old boarding house is gone, but scraps of metal and artifacts still litter the ground. If you look at the south-facing slopes of the canyon on your way up the modern road, you can still pick out graded segments of the original 1870s toll road. And, of course, most of the glory holes can still be found in the sides of the canyon.

*Shown is an "adit" or portal. It is the entrance to a hard rock mine.*

Fittingly, the self-appointed caretaker of Bullion Canyon's history is himself a gold miner. Rell Frederick of Marysvale has mined gold, silver, and uranium for most of his life. Mining has provided a good living for his family, but it has not been without its tribulations. Rell lost both a brother and a lung to this profession.

Several years ago, Rell discussed his idea of having an exhibit of mining tools in the canyon with Ben Black, the Beaver District Ranger. Ben agreed, and they enlisted Bob Leonard, the Fishlake NF archaeologist, to help plan and direct the project. Volunteers were recruited from across the country under the Passport-In-Time program to turn this dream into a reality. Over the last two summers, the project has grown into a full-fledged park offering interpretive exhibits, a small picnic area, and hiking trails.

Interpretive exhibits include reconstructed mine workings, tunnels, and shafts, as well as original ore-moving vehicles and tools. This past summer, a two-room log cabin was built and furnished to show how miners might have lived back in the late 1800s. The picnic units are located just across the road from the Miners' Park. All of the units are located close to Pine Creek which still yields flakes of gold and trout. From the picnic area, a picturesque trail takes the visitor on a half-mile trip up the canyon to a point which looks down on two majestic waterfalls. The falls are about 50 feet high, have pools 30 feet across, and flow year-round.

This summer, a four-mile auto tour will be inaugurated at the Forest boundary. Visitors can take a tour brochure from a trailhead marked by a mine locomotive on railroad tracks. Ten stops, ending at Miners' Park, will tell the story of Bullion Canyon and her hidden mysteries. Highlighted on this tour is the Spanish arrastra, canyon toll road, several mill sites, railroad grades, a mining homestead, and the remains of Bullion City buildings.

If you choose to visit this beautiful canyon this summer, bring your camping gear, hiking shoes, and camera. Camp in the aspens down by the creek and fish the pools for trout. If you want, build a fire to cut the chill, and listen to the sounds of the night.

Everything will be very peaceful, but there is one little thing you should know. According to legend, not everyone left Bullion Canyon. It is said that on still, moonless nights, the lone pick of some ancient miner can be heard searching for the mother lode. Can you handle it?

by Bob Leonard
Archaeologist
Fishlake National Forest

*This windlass is used for hoisting and hauling rocks.*

*A few of the many Passport-In-Time volunteers stand on top of the two-room log cabin they built. The cabin was built and furnished to show how miners might have lived 100 years ago.*

*Noelle Bush, a local high school student, takes a short break from her duties as a Passport-In-Time volunteer on the Miners' Park project.*

# CRAT—

# Making a Difference

## *From the Editor*

A new section, the "Civil Rights Action Team (CRAT)—Making a Difference," will appear quarterly in the Intermountain Reporter. At their spring meeting this past April, the CRAT decided to abolish their CRAT newsletter which came out about once or twice a year, in favor of a quarterly section in the Reporter.

This new section will feature each forest at least once a year to discuss their CRAT activities, special awards, or projects. A Regional feature article will appear periodically to discuss Regional level CRAT activities.

## *From the CRAT Chairperson*

The Intermountain Region CRAT exists to effect positive change as a catalyst for unity, empathy, and education in the areas of civil rights, equal employment opportunity, and multicultural diversity goals. We ensure a climate exists where every employee's potential can be fully realized in a constantly changing world.

As a team, we aspire to the achievement of an agency vision in which we are not needed: an environment where all employees can work and live in a caring and nurturing workforce and community atmosphere in which leadership, power, and influence are shared, and which our Forest Service culture and workforce reflect the diverse society that we serve.

This section was developed as a forum for recognizing accomplishments, sharing ideas and encouraging each other in the area of civil rights. It also provides a forum for letting you know the who, what, and why of the R4 CRAT, highlighting some of the work that has been accomplished over the last year and what issues we are currently addressing.

For those of you new to R4, or not familiar with CRAT, the Team is made up of one representative from each of the 16 National Forests in the region, the Geometronics Service Center, the National Interagency Fire Center, and the Regional Office. Representatives are chosen from across all levels and areas of the organization, bringing diverse viewpoints, backgrounds, and lifestyles to the team. They serve a three-year term, meeting twice a year. Meeting locations are alternated around the Region to provide better access to employees. We welcome your attendance and participation at these meetings. CRAT members also meet as ad hoc committees to complete staff work on adopted issues or other related assignments.

We have recently finished work on investigating 24-hour Dependent Care, assessing the existing situation, needs, opportunities, and making recommendations for action. In addressing perceived limitation in getting started in improving accessibility in recreation settings, we have put together a source book of ideas and suggestions, contacts, and sources for help. Currently, we are working on the issues of mental health discrimination, the combined issues of career ladder process, pay inequities, and X118 qualifications, and the charter and bylaws described below. This is a dynamic and empowered team, both from within and from the strong support provided by the Regional Forester and his staff.

Concerned with the effectiveness of the Team's efforts, we began a year ago to review our overall structure and way of doing business. At the May 1994 meeting, Curt Peterson challenged the team to "begin with the end in mind," with the overall goal being to work ourselves out of a job. This includes defining results to guide our proactivity. So for the last several months, an ad hoc committee has guided the team through a planning and measurement exercise, starting with identifying what we are about (our business), roles, and responsibilities, accountability, etc. Our goals are to look ahead and anticipate, to think about and reveal the root causes of issues, and then address and affect real change. We hope you will be as enthused by this direction as we are, and we look forward to your comments.

These are challenging and changing times for many, if not all, employees of the Intermountain Region. Often we see ourselves as powerless to affect change. But we can! Work with your local CRAT, bring forward your issues and concerns, and get involved. You, too, can "make a difference."

by Rebecca Fitzwilliams
R4 CRAT Chairperson

*Loyality to a petrified opinion never yet broke a chain or freed a human soul.*

*Mark Twain*

# The Human Resource Specialist—A Unique Position Within the Incident Command System

The Human Resource Specialist has helped Incident Commanders on fire incidents monitor actions affecting civil rights and coordinate measures to ensure a non-hostile working environment for firefighters and support personnel since 1988. Before 1988, incidents of reported inappropriate behavior such as sexual harassment and racial discrimination in fire situations were sometimes not dealt with in a timely and responsive manner.

A task force in 1987 concluded the Human Resource Specialist position was necessary to ensure that a positive working environment, supportive of cultural diversity, would be maintained and enhanced for all incident personnel. In 1990, a group of representatives from each Region examined the status and effectiveness of the position. All regions are in unanimous agreement that the Human Resource Specialist position has provided numerous benefits to the Forest Service and should be continued.

*Human Resources Specialist Chuck Fierro and trainee Robin Frandsen at the Corral Fire on the Payette National Forest.*

Today, the Human Resource Specialist has a unique position within the Incident Command System. Working in concert with the Incident Commander, the Human resource specialist looks after the welfare of firefighters and overhead personnel assigned to the incident. The specialist can intervene in times of crisis, helping firefighters reduce emotional stress. Other duties include monitoring the morale of incident personnel; hearing and mediating complaints relating to EEO, civil rights, and overall work environment; and advising the Incident Command Team on a myriad of human resource related issues. Through a specialist's efforts, the Incident Commander has a better opportunity to resolve problems and concerns while at the incident base before employees assigned to the fire return to their home stations.

Last year's fire season provided excellent on-the-ground experience for those who participated in the March 1994 certification training. Region 4 Specialists responded to 39 requests during the 1994 fire season. Five critical incident stress debriefings were needed. In February 1995, a workshop was conducted for all R-4 red carded specialists. The objective of this workshop was to discuss the 1994 fire season—what worked, what didn't, and why. We established some ground rules, and heard from a panel of Incident Command System (ICS) team members, including an Incident Commander, Plans Chief, Law Enforcement, and Union. It was unanimous that the need for the Human Resource Specialist program continues to grow as an integral part of the ICS. With this in mind, a universal guidebook is being prepared and is expected to be ready for field testing during the 1995 fire season. The guidebook will be a quick desk reference that will assist Specialists in providing a strategized approach to serving their customers.

The next certification training for Human Resource Specialists will be held in February or March of 1996. We will be "looking for a few good people" who truly want to make a difference in fire camp, and who will commit the time needed to meet demands. If you want more information on the program, contact Chuck Fierro, Regional Program Manager. Chuck is on the staff of Human Rights and Services and can be contacted by DG at C.FIERRO:S22A or telephone (801)625-5553.

# The R4 CRAT Meets in St. George

The R4 CRAT meeting, hosted by the Dixie NF, was held in April in St. George, Utah. Representatives from the Forests, National Interagency Fire Center, Geometronics Service Center, and the Regional Office were present. Advisors and guest participants included Clair Beasley, Deputy Regional Forester; Kathy Meyers, Director of Human Rights and Services; Eddie Morris, Operations Group Leader; and Chuck Fierro, Human Resources Regional Program Manager. Members of R4 Advocacy Teams and the Service-wide Civil Rights Committee Representative also attended.

The CRAT quickly "buckled down" to the business at hand, monitoring progress of ongoing issues and discussing new issues submitted by the forests. Some of the issues that are currently open include:

***Discrimination against mental health.*** Health benefits provided by USDA Forest Service discriminate against individuals with mental health disabilities. The R4 Personnel Director and staff will research the issue and forward results to the National Service-wide Committee.

***Dual career.*** A policy needs to be developed that helps Forest Service dual career employees to balance career and personal needs. The recommendation is that dual career transfer positions be predicated on workforce planning. The policy also needs to be consistently applied. A letter is being submitted to the Chief recommending a task force be appointed to develop national guidelines.

Guest speaker Clair Beasley encouraged us as individuals to be proactive about life, to take better care of ourselves and our communities. He urged us to remember that in a time of rapid change, education is paramount—what you contribute is who you are. He explained that ecogroups will be the new way of handling business, and how enterprise teams, a group of individuals with specialized skills, will comprise new working teams. Cooperation and working together will be the foundation for ecogroups.

*The CRAT on their field trip to Zion National Park.*

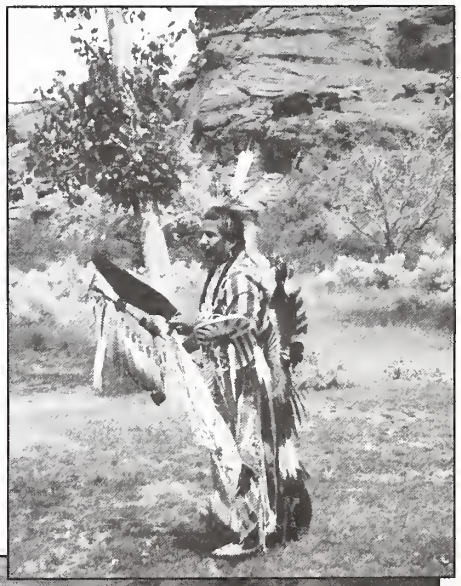
A panel discussion was held with representatives of the Dixie NF's Nation-to-Nation program. The participants discussed the fire organization's recruiting program with the Native tribes of the area. Dale Hom of the Sawtooth NF presented a slide show of the first "Chinese Heritage Tour of the American West." The tour, which lasted for five days, began in Seattle and ranged through Oregon and Idaho visiting sites of early day Chinese settlements.

The Dixie NF planned an extensive field trip day for the CRAT participants which was both enlightening and educational. The day began with a brief history of Native Americans in the St. George area by Gary Tom of the Paiute Tribe. This was followed by demonstrations by members of the Paiute Tribe on making cultural crafts and implements such as pottery staining, pine nut baskets, special prayer bundles, bead work, and bow and arrow construction. The group then participated in a panel discussion with members of the Tribe discussing our cultural differences and the problems encountered, the current working relationship with Federal agencies, and the Native American perspective of natural resource management, and their concerns for the future of their land and people. During the lunch break, members of several tribes performed dances attired in brightly colored, uniquely designed traditional dress.

The closing event for the day was a trip to the special movie theater at Zion National Park for a viewing of the movie "Treasure of the Gods" about Zion Canyon, Zion National Park. The movie complemented the theme of the day and provided even more insight to the culture of the local tribes.

by Pat Gordon
CRAT Representative
Payette NF

*A member of the Crow Tribe performs a tribal dance.*



*A Paiute woman displays handmade baskets used to collect pine nuts. She also showed the CRAT how to make the baskets.*

## *The Regional Forester's Multicultural Award Winners*

**Every year, the CRAT sponsors the Regional Forester's Multicultural Award. This year's recipients were:**

**FOREST**
**Dixie NF for outstanding contribution to workforce diversity and for their sustaining commitment to American Indian Partnerships.**

**GROUP**
**Cindy Quintana and Curt Steinolfson for unselfish dedication of personal time and resources to the eradication of gang related graffiti in the greater Ogden, Utah area.**

**INDIVIDUAL**
**Shelby Jordon from the Targhee NF for outstanding contribution to the 1890 Program, to Regional activities, and for his continuous efforts in reaching out to young minority students.**

**RO**
**Engineering Staff for outstanding contribution to workforce diversity, and for your sustaining commitment to Regional Civil Rights activities.**

## CRAT at the Geometronics Service Center

*One language spoken at the Geometronics Service Center is the American sign language.*

The Geometronics Service Center (GSC) continues to reduce communication barriers by building an enhanced environment with its six deaf employees. Two sign language classes offered employees an opportunity to better communicate with GSC's deaf population. The classes were held twice a week for eight weeks, one in fall and the other in spring. These classes have been held at GSC over the last six years.

After attending, several students commented on the course. One stated, "This course has given me a better understanding and awareness of the deaf culture." Another remarked, "It has helped me communicate with my deaf co-worker without needing an interpreter all the time. I can say, 'Good Morning' and 'How are you?' The results are better communication, better morale, and better production." A third student commented, "This class has brought us closer together. It helps our deaf friends feel more a part of the organization."

The instructor for the sign language classes is also a full time GSC employee. She was hired several years ago to serve as the first Forest Service interpreter for the deaf. She spends about 50 to 75 percent of her time performing interpretive and training duties, the remaining time is spent in cartographic work. Employees at GSC are pleased with the opportunities for improved communication and training that she has provided. The Bureau of Land Management (BLM) office located in Salt Lake City also has an interpreter, and GSC and the BLM share interpreter services when needed.

This was the first year that GSC was able to send a deaf employee out to work on a fire. After returning from the fire, that employee wrote the following which reflects the communication style of American Sign Language." It was one of the most exciting moments in my career. Finally I called to go on fire in Blackwell Fire near McCall, Idaho on August 5th. Glad to have that my richest experience to work people with fire. Wish that GSC would allow us deaf to go long time ago and I knew that deaf can do it. It took me about six years of struggle with GSC to allow deaf to go. If they call me to go again and I rather to have another deaf come along to keep us communicate. Thank you for finally let me go and do my part to serve Forest Service that I am really proud of and show them that deaf can do anything except communication and hotshots."

by Jim Duncan
GSC CRAT Representative

## CRAT on the Targhee National Forest

1994 was a busy year for the Targhee NF, especially in the area of civil rights. Through education, many people have come to incorporate civil rights into their work environment. For example, the Forest offered team building, "A Winning Balance" program, AIDS awareness training, Multicultural Day, and the special emphasis programs.

Other activities the Forest accomplished in 1994 included having a Spanish interpreter provide services when dealing with Spanish-speaking customers; continued surveying and remodifying of recreational facilities to meet the needs of physically challenged customers; setting up a Forest harassment policy and survey; setting up a free camping and fishing day for kids at a local hatchery; providing hunting access to areas behind closed gates for the physically challenged; and Districts adopting families and nursing homes to provide comfort and gifts. Through all these efforts and many more undertaken by employees of the Targhee NF, the message that the Forest Service is a caring agency is getting out.

by Greg Sorensen
Targhee NF CRAT Representative

## CRAT on the Salmon and Challis National Forests

It has been a time of tremendous change for the Salmon and Challis NFs. In the spring of 1994, the decision was made to combine the two forests, and we are known as the "Salmon and Challis NFs." The consolidation of the Forests is now complete, with approximately 75 percent of the Supervisor's Office organization in Challis moving to Salmon.

As a result of the Forests' combining, and predictions of declining budgets in the future, the Forests completed a workforce analysis. An Implementation Team was established to implement the results of the analysis. Since implementation will most likely involve some difficult decisions about employee placement, excess positions, and reassignments, the Forest CRAT Chairperson was included as a member of the Implementation Team along with two rangers, two branch chiefs, and a union representative. The Forests are helping to ease the pain and stress of the situation by offering to fund any excess employees for up to two years while they help them to find another position.

The MORALE group from the Challis NF has combined with the Salmon NF CRAT to become the Salmon and Challis NFs CRAT (Forest CRAT). This has made our Forest CRAT bigger and stronger. We are actively pursuing our successful civil rights programs and activities from previous years.

The Special Emphasis Program Managers (SEPMs), Forest CRAT Chairperson, and R4 CRAT Representative were all made official members of the Forest Leadership Team last year to provide for more diversity on the team.

We are looking forward to a new year and new opportunities as we continue to move ahead with our Action Plan to Implement the Chief's Multicultural Report.

by Dana Horton
Salmon-Challis NF CRAT Representative

## CRAT in the Regional Office

Regional Office employees selflessly give their time to work with the local community and other organizations to reach out, educate, and help bring us closer to reaching the goals of our Multicultural Action Plan. Here are just a few situations that demonstrate our dedication.

Several employees committed themselves as active members in the County Sheriff Department's Gang Task Force. They gathered supplies and support for people of all ages to clean up graffiti. One employee was awarded the Public Service Recognition Award for Community Service, and two earned the Regional Forester's Multicultural Award.

For the second year in a row, we earned the Worksite Wellness/Health Promotion Award presented by the Governor of Utah. Our Wellness Program motivates employees to maintain a fitness program, visit with fitness coordinators, and complete blood work and health assessments.

Over the past year, a member of the Engineering facilities group has presented training seminars on the new universal access guidelines to outdoor recreation. These new guidelines will make it possible for all people to have equal access to outdoor recreation facilities. As part of this presentation, he developed a pocket guide of accessibility guidelines for field use, making it easy for field personnel to quickly reference the new guidelines. It was published by a Forest Service partner and is receiving national recognition.

The Human Rights and Services Office is completing our 5-Year Civil Rights Implementation Plan. It will be compiled with input from other regions into a service-wide plan. This plan, which is required by Section 1-403 of Executive Order 12250, describes the long-range goals and major objectives that will guide Forest Service efforts to ensure compliance with Title VI of the Civil Rights Act of 1964, as amended, Title IX of the Education Amendments of 1972, as amended, and Section 504 of the Rehabilitation Act of 1973, as amended, and similarly worded provisions of program statutes that prohibit discrimination on the basis of race, color, national origin, sex, disability, age, or religion in programs receiving Federal assistance.

Implementation Plans, both Service-wide and Region-wide, specify endeavors to comply with the above laws and regulations for both Federally assisted and Federally conducted programs (non-employment) administered by the Agency. They report on the past year's activities and detail the short-term strategies and activities that will be undertaken to achieve the major objectives.

The purpose of our Regional Implementation Plan is to provide us with a specific written strategy to implement our Civil Rights responsibilities and conduct the necessary programs and activities associated with those responsibilities. The Plan includes a description of the approach of the Intermountain Region to major Civil Rights functions, the objectives, goals, and strategies to achieve them, and accomplishments in Title VI/Section 504 activities.

by Jeanne Felmy
Regional CRAT Representative

*The longer I live, the more I realize the impact of attitude on life. Attitude, to me, is more important than facts. It is more important than the past, than education, than money, than circumstances, than failure, than successes, than what other people think, or say or do. It is more important than appearance, giftedness or skill. It will make or break a company... a church... a home. The remarkable thing is we have a choice every day regarding the attitude we will embrace for that day. We cannot change our past... we cannot change the inevitable. The only thing we can do is play on the one string we have, and that is our attitude... I am convinced that life is 10 percent what happens to me and 90 percent how I react to it. And so it is with you. We are in charge of our ATTITUDES.*

*Charles Swindoll*

# Chief Thomas Recognizes Targhee Volunteers

Each year, the Forest Service recognizes volunteers in 15 different categories. This year, Targhee NF volunteers received two of these awards. In addition, Ron Dickemore, Palisades District Ranger, received a letter of appreciation from Chief Thomas for his work on the Adopt-A-Trail program and the Targhee Trails TV spots.

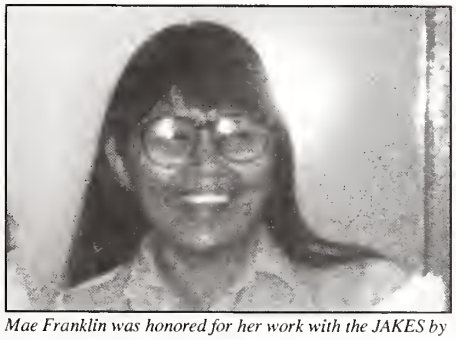
*Awarded by Chief Thomas for their outstanding contributions to the Targhee NF—Carol Hess, KIFI Anchorwoman; Palisades District Ranger Ron Dickemore; Volunteer Michael Bargelski; Forest Supervisor Jerry Reese; Larry Chirkovick and Alvin Turner from Broadway Ford.*

The Individual Volunteer Service Award was presented to Michael Bargelski, a prominent local wildlife artist. When the Adopt-A-Trail program began in 1991, Bargelski was the first person to sign up; he maintained a 24-mile loop on the Palisades RD. Then he went one step further and proposed a program of awareness and incentives to get others to adopt a trail. Bargelski's proposal was to donate his "Ride the High Country" limited edition print to each person or group who adopted a trail in the Targhee NF. The Forest eagerly accepted, and as a result, all 520 miles of Palisades RD trails are now adopted.

Broadway Ford and KIFI TV in Idaho Falls were awarded for co-sponsoring the "Targhee Trails," a series of short, informative messages about the Targhee's trails, featuring Bargelski as the spokesman. Bargelski is video-taped riding on various trails, explaining the sites and discussing safety and etiquette. The segments are shown in an area of about 130,000 viewers. "This partnership and their finished products provide our public with a greater understanding of the beauty of the Targhee," said Dickemore. "Because of these efforts, the trails are used more widely, and the visibility of the Adopt-A-Trail program has increased."

by Dee Sessions
Public Affairs Officer
Targhee NF

# Mae Franklin Honored by the National Wild Turkey Federation



*Mae Franklin was honored for her work with the JAKES by the Salt Lake and Utah County Chapters of the National Wild Turkey Federation.*

On March 4, the Salt Lake and Utah County Chapters of the National Wild Turkey Federation presented Mae Franklin with an Honorary Award. She received a turkey print and matching stamp for her dedication and assistance as the Region 4 JAKES (Juniors Acquiring Knowledge, Ethics, and Sportsmanship) Representative, and for organizing the JAKES event each year in Utah County.

In 1990, Mae was chosen to be the Region 4 JAKES representative. This year, she kicked off the fourth annual Spanish Fork RD JAKES event on March 25.

The State Chapter of the National Wild Turkey Federation, Utah Division of Wildlife Resources, Utah Bowmen's Association, Tooele County Wildlife Federation, Utah Hunter Education, and the Forest Service co-sponsored the event. Albertsons in Tooele donated food and drinks for a barbecue lunch after the event. Reporters and photographers covered the JAKES activities for the local newspapers.

If you are interested in organizing a JAKES event in your area, Mae can help you get started—call her at the Spanish Fork RD at 801/798-3571.

CONGRATULATIONS, MAE!!

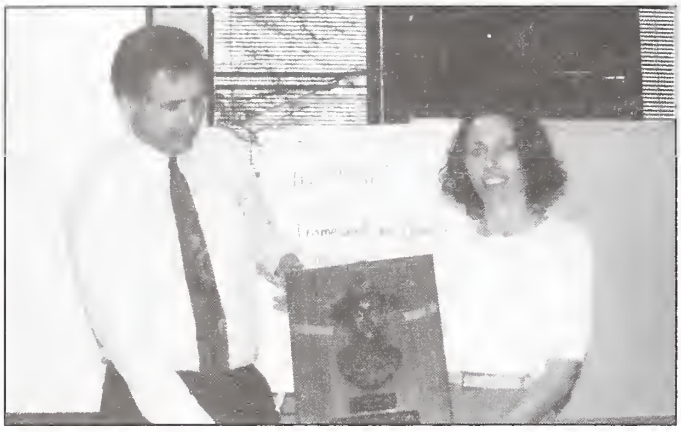
by Carol Nunn-Hatfield
Wildlife Biologist
Spanish Fork Ranger District

# And the Winners of the 1994 Regional Forester's Quality Award Are...

Kamas District Ranger Melissa Blackwell and the Fishlake NF! Blackwell won the individual award for her personal initiative in learning and applying the principles of quality throughout her work with the Forest Service. The Fishlake NF won the unit award for exemplifying the principles of Total Quality Management.

The namesake for this award is Bill Kreutzer, the Forest Service's first Ranger. Kreutzer staked his claim in Forest Service history by displaying a knack for working well with the public and establishing partnerships with them. He was a pioneer on-the-ground public land administrator, and his actions were very dynamic for his time.

This tradition is carried on by many Forest Service employees today—the outstanding ones are recognized with the Regional Forester's Quality Award. Congratulations to Melissa Blackwell and the Fishlake NF.



*Regionol Forester Dale Bosworth congratulates Melissa Blackwell, Kamas District Ronger. Melissa received the 1994 Individual Regional Forester's Quality Award.*

*Tobias "Toby" Martinez, Fishlake Forest Supervisor, occepts the 1994 Unit Regional Forester's Quality Award from Deputy Regional Forester Jack Blackwell. The Fishlake NF was awarded for exemplifying Total Quality Manogement.*

# Idaho Fish and Game Officers Honored by the Ketchum Ranger District

*"The initiative demonstrated by these officers can only increase the effectiveness of both our ogencies," Pinkerton soid in presenting the awards. "I look forward to our continued cooperation."*

Ketchum District Ranger Alan Pinkerton recently awarded Certificates of Appreciation to four Idaho Fish and Game conservation officers for their excellent cooperation on law enforcement efforts during the last several years. Pinkerton said the officers—Roger Olson, Lee Frost, Greg Wooten, and David Silcock—have provided valuable assistance to Sawtooth NF law enforcement officers through joint patrols, shared investigative information, and training opportunities.

Duty stations and patrol areas for the Idaho Fish and Game officers are located on or near lands managed by the Sawtooth NF. They are often called on to assist Forest Service law enforcement officers, and Sawtooth enforcement agents reciprocate by helping with Fish and Game cases whenever possible.

by Barbara Todd
Public Affairs Specialist
Sawtooth National Forest

# Burley District Ranger is the 1994 Region 4 Timber Employee of the Year

Timber has traditionally played a relatively minor role in the management of the Sawtooth NF's resources where recreation and range activities are abundant. So, one would not expect a Sawtooth Ranger to win an award as the 1994 Timber Employee of the Year for the Intermountain Region. However, the expectations and determination of Donald "Pete" Peterson did earn him this award given recently by the Washington Office (WO) Timber Management Staff.

*Danald "Pete" Petersan, Burley District Ranger, accepts the Regian 4 Timber Employee af the Year Award fram David Hessel, Directar, Timber Management, WO. Fram left ta right, Daug Austin, Infarmation and Inventory Group Leader, Region 4; David Hessel; Gerald Thompson, Contract Administrator, Region 4; Melanie Peterson, Pete's wife, and the Sawtoath NF Supervisor's Secretary; Jimmy Ragland, Group Leader far Sale Administration, Regian's 2 and 4; and Pete Petersan.*

David Hessel, Director of Timber Management at the WO, presented the award to Peterson, Burley District Ranger, at a ceremony on April 5 in Denver, Colorado. Peterson was nominated for this award by the Intermountain Region because of his deep personal commitment to responsible stewardship of the resources he is entrusted to manage on the Sawtooth NF, specifically citing his work on the Black Pine Salvage Sale on his District.

Beginning in 1992, the Black Pine Division of the Burley RD experienced the worst outbreak of Douglas-fir bark beetle infestation ever recorded in Region 4. The nearest processing facility to this area was over 200 miles away, and the only viable logging system would have to be helicopter. Given these circumstances, as well as a number of environmental concerns, the chances of putting up a timber sale to salvage these resources seemed next to impossible.

As noted in the official award nomination letter, Pete decided to risk his time, effort, and professional reputation to pursue implementation of a timber sale to recover both the natural and economic resources of the area. He had to convince a lot of people outside the Forest Service that a timber sale was the best method to address this catastrophe.

As a result of Peterson's commitment and leadership, the required environmental documentation was completed in less than a year while the pre-sale work was done. In September 1993, the Forest advertised and sold the Black Pine Salvage Sale of 12 million board feet. The sale was logged in 1994. The revenues from this sale helped a below-cost Forest establish a healthy salvage sale fund which will provide much needed funding for future projects.

by Barbara Todd
Public Affairs Specialist
Sawtooth National Forest

# Showcase on Service

*February 8, 1995*

*Jerry Tower*
*Pocatello RD*
*Caribou NF*

*Dear Jerry:*

*Last month we went to the Pocatello Social Security (SS) office to help my mother-in-law with some business. We had an appointment and were on time, but we were trapped in the entry room. There was no way to learn if the person we were to see was in the office without taking a number and waiting behind all the walk-in clients. After traveling three hours, I wasn't thrilled with the service.*

*In sharp contrast, I walked down the hall to your office and asked to use the phone to call the SS person we were to meet. Your receptionist (Natalie Makujina) not only cheerfully agreed to let me use the phone, but immediately got up from her desk and let me use her phone since it was closest.*

*The difference in the courtesy extended by the two agencies was striking. Once again, I felt proud of the Forest Service.*

*I didn't tell the receptionist my name or that I was a former Forest Service employee. She extended the courtesy to me as a member of the public she serves.*

*/s/ Glenn Bradley*

*June 28, 1994*

*Dana Nall*
*Fillmore RD*
*Fishlake NF*

*Dear Dana:*

*Once again, thanks for a job well done as one of the coaches for the wildlife habitat 4-H contest. I believe it has been an invaluable learning experience for the entire family.*

*When I took the kids and went out to the sinks north of Oak City, it was so fun to hear them talk about how we had moved from a desert to a wetland. We really experienced seeing and feeling a lot of wetland critters and their habitat.*

*As a parent, I often find myself wondering if the kids have heard anything that I or any teachers have said to them. It was exciting for me to see that they had indeed gained a lot from their 4-H experience which you so capably taught them... I appreciate the positive attitude you always had during the course, and that you expressed praise and confidence so freely to these young people.*

*You have really made a great impression on me as to what a great public employee and leader you are. Thanks a million for your help.*

*Sincerely,*

*/s/ Alice Finlinson*

June 13, 1995

Jack Ward Thomas

Thank you for your letter of May 8, 1995.

I have been a county commissioner for eight and one half years and can speak from personal experience that our relationship with the Targhee NF personnel has been excellent, and we have every reason to believe that it will continue.

Sincerely,

Grant Chandler
Commissioner Chairman

# Showcase on Service

***Following is a sampling of letters and cards received at the Sparks Office addressed to Jim Nelson and the Humboldt-Toiyabe National Forest Employees.***

*To: Jim Nelson*
*Re: Intimidation of Government Employees*

*I support all the employees, both State and Federal, that must protect public lands as part of their duty.*

*I condemn anyone that would threaten to harm these people while they carry out their public trust charge to care for and maintain public lands.*

*If you and the Government don't care for public lands then public lands will not be cared for. Please keep up the good work.*

*Dear Mr. Nelson:*

*In reference to the recent TV show 48 HOURS on the Nye County incident, I'd like to pass along a few comments.*

*It shocked me to actually see how some folks are reacting toward our government and its employees. Combined with other recent incidents, I am more than ever praying for our great country and its citizens.*

The Humboldt-Toiyabe NF received approximately 150 signed postcards with the following message:

*Dear Forest Supervisor Jim Nelson:*

*We would like to express our deepest appreciation to the men and women of the US Forest Service in Nevada for doing their jobs as professionals in managing our public lands and resources, under threats, intimidation, and violence from extremists and bombers. We strongly support keeping our public lands public and requiring good stewardship of public resources by all who use them. Please, keep up the good work!*

There were many hand written, personal messages along with the post cards:

✦ *Please continue to work to protect our forests. You have the support of 99.9 percent of the country.*
✦ *Public lands belong to all Americans, not a select few.*
✦ *We must stand together in peace to keep the public lands public. Our future is at stake.*
✦ *We appreciate the work you do.*
✦ *I surround you with light and love.*
✦ *I admire you tremendously for standing firm in doing your good work in these troubled times.*
✦ *Thanks for allowing access to the beauty.*
✦ *Please keep up your courageous work in my behalf.*
✦ *We have used and enjoyed the National Forest lands in Nevada for many years and hope to continue for many more.*
✦ *I respect what you do.*
✦ *I will continue to write "letters to the editor" supporting federal agencies. Wish I could do more.*
✦ *Times change. This is no longer 1890 and unlimited mining, cutting, grazing, etc. It's 1995—a time for multi-use and some limitations. Please stand firm.*
✦ *Lets keep public lands in public hands—where they belong.*
✦ *The "Highest Quality of Life" can only be had through the greatest use by the greatest number.*
✦ *You are doing a difficult job very well.*
✦ *There are many of us who appreciate public lands and their careful stewardship. I'll call Bryan & Reid!*

# Personnel

## Boise NF

Spot
BRIAN HARRIS, Information Assistant, SO—Under an extremely tight deadline, Brian produced an outstanding 20-minute video in support of the Upper Columbia River Basin EIS effort. It includes on-screen narration, voice-overs, original music, and stock and "canned" footage.
WANDA STEWART, Gardener, LPN—Wanda handled all seedling shipping this season in addition to her normal seedling testing and storage duties. All tasks were done in an outstanding manner.
CLARA TURNER, Laborer, LPN—Clara (Tootie) was able to take almost twice the number of quality and quantity samples called for in the contract resulting in better seedlings for customers.
HENRY CLARK, Laborer, LPN—Henry managed all forklift operations (8 forklifts) in addition to final stock storage. Henry performed all these tasks and others in an excellent manner.
ROBERT KIPP, Forestry Technician, LPN—Bob's work handling trees coming from the field into the pre-chill cooler was outstanding. Source identity was maintained and stock was efficiently stored.
MARIE TOLLIVER, Forestry Technician, Idaho City RD—Marie's work on box load exceeded expectations. No lots were mixed and pick-up duration was the shortest ever.

Performance Awards
WARREN RIRIE, Range Conservationist, SO—Exemplary Range Permit administration on the Boise NF.
DON CORLEY, Fish Biologist, SO—Sustained Superior Performance in management and support of Bull Trout and Inland Fish Resources on the Boise NF.
JOHN ERICKSON, Wildlife Biologist, SO—For Sustained Superior Performance in the management of TES and Wildlife Resources on the Boise NF. Special emphasis on Conservation strategies.
ANDY ANDREWS, Fish Biologist, SO—For Sustained Superior Performance in management of the BPA program in the ID National Forests Ecogroup.
WILL REED, Archaeologist, SO—For Sustained Superior Performance in the management of Cultural Resources on the Boise NF and support of the Timber Program.
TIM BURTON, Fish Biologist, SO—For Sustained Superior Performance in the management of Fish Resources on the Boise NF, specifically Bull Trout Conservation Assessment Development.
STEVE KOZEL, Fish Biologist, SO—Outstanding performance in the management and protection of Anadromous Fisheries Resources on the Boise NF.
MARIANNE BILBAO, Support Services Supervisor, Cascade RD—Outstanding accomplishment as Leasing Contracting Officers Representative which led to a most successful occupancy of a new district office.

Special Act
ELIZABETH GREY CLOUD, Assistant Dispatcher, Dispatch—Superior Performance as Military Aviation Coordinator during 1994 Fire Season, Boise Interagency Dispatch Center.
RON BEVERIDGE, Computer Programmer Analyst, SO—Special recognition for outstanding performance during FY 1994.
EARLE RUBY, SCSEP, Mt. Home RD—For outstanding performance in maintaining facilities on the Mt. Home RD.
VERNA JOHNSTON, SCSEP, SO—Performance of daily duties of mail processing, ordering and maintaining supplies and forms, and duplicating room assistance in an efficient and conscientious manner during periods heavily impacted with special projects and establishment of new units, much of the time without assistance.

Quality Step Increase
CHRISTINE HOLBROOK, Computer Assistant, Emmett RD.

Time Off Award
GRETCHEN WARD, Recreation Planner, SO—Exceptional performance in working collaboratively with partners and setting standards to develop the Payette River Basin outstanding resource value assessment.

Appointments
JEAN SORENSEN, Information Receptionist, Garden Valley, Emmett RD.

Promotions
CAROL STRANAHAN, Idaho Panhandle NF—Accounting Technician, SO.
TAMMIE COOPER, LPN to Business Management Assistant, LPN.

Reassignment
JOYCE FERRICK, F&A, SO, to Anchorage, Alaska.
MICHAEL BECKTOLD, Lowman RD, to Forestry Technician, Emmett RD.
TERRY FORD, Cascade RD, to Civil Engineering Technician.
DIANNE ST. PETER, WWNF, LaGrande RD, to Information Receptionist, Idaho City RD.
KAREN OGLE, R4 RO to Interdisciplinary, Boise NF.
MARY DEAGUAERRO, Santa Fe NF to Emmett RD.
DONALD CARPENTER, Humboldt NF to Biological Scientist, Emmett RD.
ROBERTA WEIKEL, Deerlodge NF to Budget and Accounting Officer, SO.
SUSAN GREER, Inyo NF, Mono Lake RD to Resource Clerk, Emmett RD.
JULIE HEARN, to Information Receptionist, Emmett RD.
BRIAN FERREBEE, Emmett RD to Wildlife Biologist, Wasatch-Cache NF, Kamas RD.
RUBY LECLAIR, Toiyabe NF to Information Assistant, Emmett RD.
R. DAN DOLATA, Forester, LPN to Safety and Occupational Health Specialist, LPN.

Resignations
DEBORAH FOSTER, Business Management Assistant, Mt. Home RD.

Retirements
ED HUSTON, Forestry Technician, Cascade RD.
C. "JACK" COON, Civil Engineer, SO.
WILLIAM GREG SPANGENBERG, Land Use Planning Specialist, SO.
RICHARD JEFFS, Program Analyst, SO.
JAMES LANCASTER, Supervisory Biological Scientist, SO.

## Bridger-Teton NF

Spot-Group
ROBERT W. BURLESON, Forestry Technician, SO; JOSEPH D. KELLOGG, Forestry Technician, Jackson RD; MARY SKINNER, Information Assistant, Pinedale RD; ANITA DOUGLAS, Resource Clerk, Pinedale RD; RITA CHANDLER, Forestry Technician, SO; JAMES IRWIN, Warehouse Worker, SO; KATHRYN NASH, Resource Clerk, Jackson RD; TERRY DYESS, Forestry Technician, Greys River RD; PATRICIA FACTOR, Land Surveyor, SO—For your dedication in achieving firefighting objectives during the 1994 fire season. Your team participation helped make the Bridger-Teton fire season a great success story, given the extreme fire conditions.

Appointments
ANDY NORMAN, Forester, SO.
TAUSHA PROPER, Information Receptionist, Jackson RD.
SHERRY KINSELLA, Mail & File Clerk, SO.
JOYCE ESKELSEN, Clerk, Big Piney RD.
CAROL HOTCHKISS, Office Automation Clerk, SO.
RUTH ANN MILLER, Business Management Specialist, Kemmerer RD.
KAROL LARSON, Office Automation Clerk, Greys River RD.
BARBARA DUNCAN, Office Automation Clerk, Kemmerer RD.
SUSAN P. MILLER, Office Automation Clerk, SO.
BLAKE DORY, Engineering Equipment Operator Helper, SO.
DWAYNE GIBBONS, Supervisory Forestry Technician, Grey's River RD.

Promotions
MESIA NYMAN, Rangeland Management Specialist, Helena NF, Helena RD to Forester Administrator, Greys River RD.
KATHRYN NASH, Office Automation Clerk, Jackson RD to Resource Clerk, Jackson RD.
DIANA LEVASSEUR, Forestry Technician, Kemmerer RD to Support Services Specialist, Kemmerer RD.
JOHN KUZLOSKI, Management Assistant, SO to Social Science Analyst, SO.
DEBORAH HOOK, Resource Assistant, Big Piney RD to Resource Specialist, Big Piney RD.

Promotions in Place
LEON TILLMAN, Engineering Equipment Operator, SO.
PAMELA EDWARDS, Resource Specialist, SO.
PATRICIA HAINES, Management Support Technician, SO.
TAUSHA PROPER, Information Receptionist, Jackson RD.
DANIEL ELLISON, Administrative Officer, SO.
SANDRA SEATON, Accounting Technician, SO.

Reassignments
SHERRYL KESSEL, Resource Assistant, Greys River RD to Forestry Technician, SO.
RICHARD ROBERSON, Forester, Targhee NF to Pinedale RD.
JEAN HILL, Information Assistant, Jackson RD to Resource Clerk, Jackson RD.
NANCY PUSTIS, Rangeland Management Specialist, Helena NF, Helena RD to Rangeland Management Specialist, Kemmerer RD.
CONSTANCE WILKINS, Computer Specialist, Rocky Mountain Range & Experiment Station, Fort Collins, to Computer Specialist, SO.
DAVID SISK, Forestry Technician, Challis NF to Supervisory Forestry Technician, Jackson RD.
JIMMY ALEXANDER, Communication Management Specialist, Arapaho/Roosevelt NF to Telecommunications Specialist, SO.
MELISSA HEARST, Forestry Technician, Chugach NF to Forestry Technician, Buffalo RD.
KAREN WILSON, Purchasing Agent, Chugach NF to Purchasing Agent, SO.
STEVE DRESEN, Civil Engineering Technician, Chequamegon NF to Civil Engineering Technician, SO.

Resignations (Buy-Out)
CORA M. NELSON, Accounting Technician, SO.
LUCY WILKERSON, Geologist, Jackson RD.

## Caribou NF

Appointments
TINA STEPHENS, Resource Clerk, Soda Springs RD.
NICHOLAS VANSICKLE, Mail and File Clerk, SO.
KENNETH KLINGENBERG, Lead Forestry Technician, Montpelier RD.
THERESA SALZETTI, Information Receptionist, Pocatello RD.
JANICE HUNT, Support Services Specialist, Pocatello RD.

Retirements
JENNIE CHRISTENSEN, Supervisory Contractor Specialist, SO.
AGNES LEWIS, Resource Clerk, Montpelier RD.

## Dixie NF

Cash Awards
JOANNE STENTEN, Wildlife Biologist, Escalante RD—For demonstrating innovativeness by creating a sensitive plant field reference guide and a northern goshawk monitoring computer database. The result is a substantial annual time and dollar savings.
DUANE STEWART, Forestry Technician, Escalante RD—For consistently being recognized for excellence in sale administration of Escalante RD timber sales by his peers during interdisciplinary Forest-wide monitoring tours.
DAVID F. HARRIS, Range Technician, Powell RD—For personally demonstrating exceptional skills during 1994 in the construction of the Hoodle Creek and King Creek waterlines to a very high standard.
KIM J. SOPER, Forestry Technician, Powell RD—For personally demonstrating exceptional concrete work skills during 1994 in the construction of recreation and trailhead facilities to a very high standard.
CHRISTINE DALTON, Clerk-typist, Powell RD—For personally demonstrating superior work performance as District Receptionist and typing/word processing for FY 1994.
MARY K. STATHIS, SSS, SO—For mopping up after restrooms in the SO flooded.

Appointments
DAVID B. BOLSOVER, Accounting Technician, SO.

## Humboldt NF

Cash
LARRY RANDALL, Mineral Management Specialist, Mountain City RD; Employee of the Year—Humboldt NF—For helping Humboldt NF employees keep their perspective and sense of humor as we shape the vision for the Forest Service and its place in Nevada.
GRETCHEN BURRIS, Forestry Technician, Central Nevada Ecosystem, Ely RD—For outstanding skills and attitude in on-the-ground management of the Ely RD's recreation program.
DAVE AICHER, Range Conservationist, NNECO-Elko—For your positive attitude, being a team player, and exhibiting a high degree of customer service.
LINDA SORENSEN, Office Automation Clerk, Ruby Mountains RD—For setting an energetic and effective example of leadership in Civil Rights.
BEN SIMINOE, Assistant Forest Supervisor, NNECO-Elko—For outstanding participation and contribution as a team member of the Humboldt Resource Shop.

Group Awards
KAREN DUNHAM, SSS; KENT ELLETT, Rangeland Management Specialist; MATINA GAST, Natural Resource Specialist; DAVID KERN, Forestry Technician; JUDITH POCHE, Forestry Technician; STEVE WILLIAMS, Supervisory Range Conservationist, Santa Rosa RD Staff—For exhibiting a team spirit in accomplishing work that makes a difference in meeting the mission of the Humboldt-Toiyabe NFs.

DAVE AICHER, Range Conservationist; STEVE ANDERSON, Wildlife Biologist; CHRIS BUTLER, Hydrologist; MARYBETH MARKS, Geologist; KATHY RAMSEY, Fishery Biologist; and PENNY STEVENS, Resource Technician, NNECO-Elko—A Team Award for consistently providing a high level of customer service by being responsive, encouraging and supportive to the districts.

Spot Award
DIANE BRADY, SSS, NNECO-Elko.
LARS LIND, AO, NNECO-Elko.

Group Spot Award
D. WAIVE STAGER, District Ranger; SCOTT BELL, District Ranger; LINDA WHITETRIFARO, Wildlife Biologist; BONNIE WHALEN, Program Analyst; KEVIN ATCHLEY, Rangeland Management Specialist; CAMIE SCHAAR, SSS; JERRY GREEN, District Ranger; HENRY HICKERSON, Supervisory Forester; GARY CAMPBELL, Supervisory Civil Engineer; LUCY CAMPBELL, Personnel Management Specialist; LARS LIND, Administrative Officer; and GLADINE PATRAS, SSS—For contributions on various Quality Improvement Teams, Humboldt-Toiyabe NFs.

Length of Service Awards
CAROL PETERSON, Computer Specialist, NNECO-Elko—20 years.
DAVID KERN, Forestry Technician, Santa Rosa RD—10 years.
DEBBIE FINLEY, Forest Dispatcher, NNECO-Elko—10 years.

Appointments
JONATHON WARDER, Wildlife Biologist, Mountain City RD.
IRENE SMITH, Cartographic Technician, NNECO-Elko.
ROGER JOHNSON, Archaeologist, Mountain City RD.

Promotions
D. WAIVE STAGER, District Ranger, Jarbidge RD to District Ranger, NNECO-Elko.
SCOTT BELL, District Ranger, Santa Rosa RD to District Ranger, NNECO-Elko.

MITCHEL WHITE, Rangeland Management Specialist, Ruby Mountains RD to Rangeland Management Specialist, Apache-Sitgreaves NF, Alpine RD.
JONATHON WARDER, Wildlife Biologist, Mountain City RD.

**Reassignments**
BEN SIMINOE, Resource Management Team Leader to Assistant Forest Supervisor, NNECO-Elko.
KENT ELLETT, Rangeland Management Specialist, Santa Rosa RD to Rangeland Management Specialist, Payette NF, Council RD.
CAMIE SCHAAR, SSS, Mountain City RD to SSS, Sawtooth NF, Twin Falls RD.
LINDA WHITETRIFARO, Wildlife Biologist, Ruby Mountains RD to Apache-Sitgreaves NF, Springerville RD.
TERESSA CYFERS, Accountant, NNECO-Elko to RO-Ogden.
N. CHRYS OLSON, Supervisory Rangeland Management Specialist, Mountain City RD to Rangeland Management Specialist, NNECO-Elko.
BRETT GLOVER, Range Technician, Mountain City RD to Range Technician, NNECO-Elko.
DOUG CLARKE, Forester, Mountain City RD to Forester, NNECO-Elko.

**Resignations**
CARREN MORGAN, Rangeland Management Specialist, Mountain City RD.
KARLA WARDER, Rangeland Management Specialist, Mountain City RD.

## *Manti-LaSal NF*

**Cash Awards**
MARTHA LARSEN, Resource Clerk, Sanpete RD—$50 for providing high quality, knowledgeable customer service in explaining the new grazing permit issuance process to permittees.
DEBBIE MAIZE, Resource Clerk, Price/Ferron RD—$50 for providing quality frontliner assistance to the Ferron Work Center. Several times, the request "please head to Ferron" was with very short notice but each time Debbie was willing to assist. Those at Ferron appreciated her willingness and quality of assistance to go the extra mile both figuratively and physically.
STEVE ROMERO, Wildlife Biologist, Price/Ferron RD—$100 for volunteering with the local Hispanic Community and the State Chapter of Image De Utah. His support of diversity within and outside the Forest Service has assisted our goal of being an employer of choice.
RON HIGGS, Range Conservationist, Price/Ferron RD—$100 for donating many hours of his time toward the people of the Castle Valley Center and to Four Corners Mental Health in Price, Utah.

**Length of Service**
STAN MCOONALD, Forest Archaeologist, SO—10 years.

**Conversions**
KIM KREEK, Civilian Pay Clerk, to Career Conditional Appointment.

**Promotions**
VARIAN S. ALLEN, Fleet Equipment Specialist, SO, to Engineer Equipment Operator Foreman.
STEVE ROMERO, Wildlife Biologist.

**Reassignments**
JILL DUFOUR, Fisheries Biologist, reassigned from the Sawtooth NF.

## *Payette NF*

**Cash Awards**
1994 Fire Season—Supporting the Forest-wide fire suppression effort:
JERRI ELLER, Clerk Typist, New Meadows RD—$150.
TERESA WHEELER, Forestry Technician, Weiser RD—$500.
TODD STEPHENS, Forestry Technician, Weiser RD—$100.
MONICA NEIWERT, Biological Technician, Weiser RD—$100.
MIKE LEWIS, Lead Forestry Technician, Weiser RD—$500.
MONTE HURD, Forestry Technician, Weiser RD—$650.
KENNETH SHERMAN, Forestry Aid, Weiser RD—$250.
JEFFREY SHINN, Hydro Technician, Weiser RD—$250.
CHRISTIAN RAMIREZ, Forestry Technician, Weiser RD—$250.
SIGNA HUTCHISON, SSS, Weiser RD—$250.
VICKI FORD, Resource Clerk, Weiser RD—$250.
JOSEPH FLORES, Forestry Aid, Weiser RD—$150.
ALLEN CLARK, Forestry Technician, Weiser RD—$250.
SHARON CLARK, Personnel Clerk, Weiser RD—$200.
BRYON BONNELL, Forestry Technician, Weiser RD—$250.
MORGAN BEVERIDGE, Forestry Technician, New Meadows RD—$300.
VINCE WELBAUM, Supervisory Forestry Technician, New Meadows RD—$500.
STACIE BOWMAN, Forestry Technician, McCall RD—$325.
LARRY LOVITT, Forestry Technician, McCall RD—$325.
DAVE LECLAIR, Carpenter, McCall RD—$650.
DAVID HALL, Supervisory Forestry Technician, McCall RD—$325.
GARY ELLIOT, Forestry Technician, McCall RD—$650.
SHAWN DENOWH, Forestry Aid, McCall RD—$325.
DIANE YATES, Personnel Clerk, McCall RD—$500.
SHARA SALEEN, Resource Clerk, McCall RD—$500.
JUDY PUDERBAUGH, Forestry Technician, McCall RD—$325.
MARCIA NELSON, Information Assistant, McCall RD—$600.
SANDI HOLBROOK, Forestry Technician, McCall RD—$325.
SANDRA HARDIN, SSS, McCall RD—$500.
JIM DAVIS, Supervisory Forestry Technician, McCall RD—$325.
LARRY SWAN, FMO, McCall RD—$650.
TERRILYN BRYANT, Forestry Technician, McCall RD—$325.
COLLEEN LECLAIR, Cartographic Technician, SO—$250.
HARLEY FLEMMER, Engineering Equipment Operator, SO—$150.
GENE HARDY, Engineering Equipment Operator Foreman, SO—$500.
JUDY MATHIS, Mail Clerk, SO—$350.
JOEY PEARSON, Administrative Management Assistant, SO—$100.
TERRI HUBBS, Pay Technician, SO—$250.
GLORIA RINGEL, Personnel Clerk, SO—$500.
STEVE WATERS, Assistant Forest Dispatcher—$500.
DEAN MARTENS, Soil Scientist, SO—$1000.
BARRY MATHIAS, Supervisory Communication Information Specialist, SO—$600.
SUZANNE MINK, Dispatch Clerk, SO—$250.
CAROL MOORE, Payroll Clerk, New Meadows RD—$250.
DONNA KREINSIECK, Hydro Technician, McCall RD—$500.
JOHN HUMPHRIES, Supervisory Forestry Technician—$500.
PAM GARDNER, Public Affairs Specialist, SO—$350.
TOM BETZOLD, Land Surveyor, SO—$1000.
DON SANFORD, Small Engine Worker, SO—$250.
BRUCE LEAF, Warehouse Worker, SO—$250.
LEE JENSEN, Forestry Technician, SO—$650.
KAY JONES, Fire Retardant Mixer Operator, SO—$350.
TOM FRENCH, Warehouse Worker Foreman, SO—$350.
JIMMIE DEMETRIADES, Forestry Technician, SO—$200.
TED DEMETRIADES, Forester, SO—$250.
SCOTT KATZER, Resource Information Analyst, McCall RD—$500.
SHERRY SUMMERFIELD, Forestry Technician, SO—$600.
CURT SPALDING, Forester, SO—$300.
TRONNIE LOSEKE, Budget Analyst, SO—$500.
PAM GARDNER, Public Affairs Specialist, SO—$400.
PATRICK WITHEN, Social Scientist, SO—$300.
FLOYD GORDON, Wildlife Biologist, SO—$400.
SKIP ARTHUR, Computer Programmer Analyst, SO—$650.
KIRK BARNUM, Forestry Technician, New Meadows RD—$250.
DEBRA RAYBACK, Forestry Technician, New Meadows RD—$300.
JON SHAW, Supervisory Forestry Technician (AFMO), New Meadows RD—$500.
CHRISTINE KOEBERLEIN, Resource Clerk, New Meadows RD—$350.
TOM KELLIE, Range Technician, New Meadows RD—$300.
DANIEL HUTER, Forestry Technician, Council RD—$650.
DAVID MEYERS, Acting Ranger, New Meadows RD—$500.
PETE JOHNSTON, Ranger, Council RD—$250.
LINDA FITCH, Ranger, McCall RD—$750.
FRED DAUBER, Ranger, Krassel RD—$750.
JERRY GREER, Land Use Planner, SO—$500.
RANDY SWICK, Forest Planner, SO—$1000.
RON HAMILTON, Forester, SO—$500.
RALPH GEIBEL, Civil Engineer, SO—$400.
JAMES WINFREY, Archaeologist, SO—$400.
KARAN WATERS, Hydro Technician, SO—$650.
JOY THOMAS, Personnel Management Specialist, SO—$900.
LEEANN JOHNSTON, Purchasing Agent, SO—$500.
RENEE BIDIMAN, Receptionist, SO—$350.
CLARK LUCAS, Forester, Council RD—$500.
BOB MILLER, Fisheries Biologist, McCall RD—$500.
JIM FITZGERALD, Hydrologist, McCall RD—$250.
LEE JACOBSON, Fisheries Biologist, McCall RD—$500.
ERIN ROHLMAN, Forester, McCall RD—$500.
JOHN OOMINIK, Biological Science Technician, McCall RD—$650.
DAVID EDE, Writer/Editor, SO—$500.
JOHN LUND, Fisheries Biologist, Krassel RD—$500.
JIM REES, Wildlife Biologist, SO—$250.
ROB CORDTZ, Hydro Technician, Krassel RD—$100.
MIKE STAYTON, Supervisory Forester, Weiser RD—$250.
ANDY HOOD, Hydro Technician, McCall RD—$500.
JOHN GEBHARDS, Biological Science Technician, SO—$625.
RICHARD UBERUAGA, Fisheries Biologist, New Meadows RD—$500.
PAM BRACISZESKI, Forester, Weiser RD—$250.
KIM SLYTER, Forestry Technician, Council RD—$250.
LISA COLYER, Range Aid, Council RD—$500.
STEVE DONNELLY, Forester, Council RD—$350.
MEG ANDERSON, Forester, Council RD—$350.
NICHOLAS HERSHENOW, Hydro Technician, McCall RD—$125.
LOTHAR KOSOSIK, Forestry Technician, McCall RD—$325.
PAT TRAINOR, Civil Engineer, SO—$400.
NANCY BROSSMAN, Biological Science Technician, SO—$125.
DAVE MASON, Auto Repair Inspector, SO—$250.
TAMMI OOOLEY, Information Receptionist, Weiser RD—$100.

**Group Awards—1994 Fire Support**

New Meadows RD Fire Support—$100 each
MICHAEL DYKE, Supervisory Forestry Technician; and NOAH PHILLIPS; JENNIFER MYSLIVY; KRISTIN SWOBODA, DAMON NELSON; GUNNISON PAGNOTTA; CRYSTAL VOORHEES; DUSTIN ELDRED; PATRICK KEARN; BRIAN NEWMAN; TIMOTHY KELLER; AARON TINSLEY; JANICE ARBAUGH; SARA MARCHESE; DEREK MCLAUGHLIN; ANDREW COCHRANE; DAVE CRUMB; MIKE SUMMERFIELD; MATT WILLIS; JAY HECKELMAN; DENNY LEWIS; CHRIS CLAIRE; COREY REGAN; KARENA KOHTZ; TODD ALLEN; all Forestry Technicians.

Corral Fire inventory data collection under extremely hazardous conditions
RANDY SKINNER, Forestry Technician; KIRK BARNUM, Forestry Technician; CATHY BARNETT, Lead Forestry Technician; DEBBIE PEARSON, Forester; DEBBIE MITTLESTEDT; all New Meadows RD, and MELANIE SUTTON, Forestry Technician; TODD STEVENS, Forestry Technician; JEFF KIRSCH, Soil Scientist; all Council RD, and TODD CLOUSER, Biological Science Aid; HANK CLOUSER, Biological Science Technician; both McCall RD, and BRYON BONNELL, Forestry Technician, Weiser RD.

Fiscal & Accounting Shop: timely payments to vendors & employees during 1994 fire season
CONNIE COULTER, Resource Assistant; DEANNA FLEMMER, Budget Analyst; JILL KEMP, Resource Clerk; CAROLE LAPPIN, Resource Specialist; CRAIG LEWIS, Accountant; PATSY MICHEL, Accounting Technician; and CATHERINE PETZAK, Accounting Technician; all SO.

Supporting the Recycling Program during the 1994 fires
ILENE JONES, AD; DIANE EVANS, Wildlife Biologist, SO; NANCY BROSSMAN, Biological Technician, SO; SUSAN BOUDREAU, Ecologist, SO; FLOYD GORDON, Wildlife Biologist, SO; JOHN RYGH, Hydrologist, McCall RD; COLLEEN LECLAIR, Cartographic Technician, SO.

Burned Area Emergency Rehabilitation Plan Development Team
MARY FAUROT, Fisheries Biologist, Krassel RD; SUSAN FOSTER, Botanist, SO; ALMA HANSON, Botanist, SO; ROD JORGENSON, Soil Scientist, SO; GREG LESCH, Hydrologist, Weiser RD; RODGER NELSON, Fisheries Biologist, SO; MARCI NIELSEN-GERHARDT, Soil Scientist, Council RD; JOHN RYGH, Hydrologist, McCall RD; RANDY ZUNIGA, Hydrologist, SO.

Identification of Landslide Prone Areas
MIKE REMBOLDT, Supervisory Civil Engineer; DEAN MARTENS, Soil Scientist; and MICHAEL DIXON, Civil Engineer; all SO.

**Cash Awards—Performance**
DAN PEREZ, Range Conservationist, Council RD—$250 for range analysis studies.
WILLIAM N. FOWKES, Biological Technician, Krassel RD—$150 for superior performance.
MIKE MCDONNELL, Biological Technician, Krassel RD—$150 for superior performance.
LINDA STRAIN, Forestry Technician, Weiser RD—$100 for recreation projects.
LINDA CRAWLEY, Purchasing Agent, Council RD—$250 for personnel payroll detail coordination.
KRISTI MATTHEWS, Forestry Technician, Weiser RD—$100 for District recreation projects.
CURTIS MCCHESNEY, Supervisory Forestry Technician, Weiser RD—$300 for outstanding work in diversity.
GENEVA WOODS, Lead Forestry Technician, Weiser RD—$150 for work on Sturgill-Benton Timber Sale.
SHERYL WOODY, Forestry Technician, Weiser RD—$150 for work on Sturgill-Benton Timber Sale.
ROBERT GRATTON, Forestry Technician, Weiser RD—$150 for work on Sturgill-Benton Timber Sale.
MELANIE SUTTON, Forestry Technician, Weiser RD—$250 for work on Sturgill-Benton Timber Sale.
MICHAEL GETTLE, Forestry Technician, Weiser RD—$250 for District silviculture work.
TODD STEPHENS, Forestry Technician, Weiser RD—$150 for Mill Creek Basin Timber Sale.
RALPH GEIBEL, Supervisory Civil Engineer, SO—$350 for Brundage Mountain Ski area projects and paving of Forest Road 453.
LYNN DIXON, Forester, McCall RD—$75 for post-fire field data collection.
LAURA OOUGLAS, Forester, McCall RD—$150 for post-fire field data collection.
SANDI HOLBROOK, Forestry Technician, McCall RD—$250 for planting administration.
KELLIE FORD, Civil Engineering Technician, SO—$200 for contract inspection.
CHARLIE SHOWERS, Supervisory Civil Engineer, SO—$1500 for South Fork Road project.
MICHAEL REMBOLDT, Supervisory Civil Engineer, SO—$350 for water erosion prediction program.
JOEY PEARSON, Administrative Management Assistant, SO—$500 for invaluable assistance to Forest Supervisor.
VALERIE SHAW, Office Automation Clerk, SO—$200 for assisting in organizing the 1994 Forest Awards Ceremony.
GLORIA RINGEL, Personnel Clerk, SO—$250 for acting as 1994 Forest Awards Ceremony coordinator.
PATRICIA GOROON, Computer Assistant, SO—$250 for development of laptop PC systems.
SKIP ARTHUR, Computer Programmer Analyst, SO—$150 for assistance in laptop PC system development.
ROBERT MCCOY, Forestry Technician, New Meadows RD—$300 for reforestation survival and stocking surveys.
MELISSA YOUNG, Forestry Aid, Council RD—$150 for work on Mill Creek Basin Timber Sale.
ROBERT SHADWICK, Forestry Technician, Weiser RD—$150 for work on Mill Creek Basin Timber Sale.
LINDA MESSER, Forestry Technician, Council RD—$150 for work on Mill Creek Basin Timber Sale.
SCOTT HOWERTON, Lead Forestry Technician, Council RD—$150 for work on Mill Creek Basin Timber Sale.
STEVE CARTER, Forestry Technician, Council RD—$150 for work on Mill Creek Basin Timber Sale.
PETE JOHNSTON, Ranger, Council RD—$1000 for outstanding performance.
JACQUELINE CALL, Administrative Officer, SO—$1000 for outstanding performance.
EUGENE BENEDICT, Branch Chief, SO—$1000 for outstanding performance.
DEANNA FLEMMER, Budget Analyst, SO—$500 for acting as Forest Recycling Program Coordinator.
KAY JONES, Fire Retardant Mixer Operator, SO—$325 for property utilization and inventory.
ROB CORDTZ, Hydro Technician, Krassel RD—$250 for outstanding performance.

# Personnel

DENNIS GORDON, Soil Scientist, Krassel RD—$500 for administration of South Fork Salmon River road construction.
DON THOMPSON, Biological Science Technician, Krassel RD—$150 for outstanding performance.
LAD BATEMAN, Carpenter, Council RD—$500 for work on the Bear Work Center.
LARRY BOEHM, Forestry Technician, Council RD—$350 for trail reconstruction in Snake River Corridor.
TIM CAHILL, Forestry Technician, Council RD—$350 for access management program.
M.G. DAY, Forestry Technician, Council RD—$500 for acting as Zone Resource GIS Coordinator, Filly Creek NEPA process.
RICHARD REHBERG, Forester, New Meadows RD—$500 for sale administration.
LINDA STRAIN, Forestry Technician, McCall RD—$500 for recreation management.
MIKE REMBOLT, Supervisory Civil Engineer, SO—$400 for contribution to the publication "Slope Stability Reference Guide for National Forests in the US."
LARRY KINGSBURY, Archaeologist, SO—$500 for participation in R4 Windows on the Past Program.
ROB CORDTZ, Hydro Technician, Krassel RD—$200 for work on Stibnite Mine.
CHUCK HAWKINS, Criminal Investigator, RO—$400 for work on the 1994 Rainbow Family Incident Command Team.

**Group Awards—Forest Ecosystem Overview Team**
TRACY BECK, Forester, Council RD; SUSAN BOUDREAU, Ecologist, SO; RUDY VERSCHDOR, Supervisory Forester, McCall RD.

**Columbia River Basin Assessment Team**
STEVE DONNELLY, Silviculturist, Council RD; TED DEMETRIADES, Forester, SO; PAM BRACISZESKI, Forester, Weiser RD; CHARLOTTE QUARNBERG, Forestry Technician, New Meadows RD; CLARK LUCAS, Forester, Council RD; DENNIS MARTI, Civil Engineering Technician, SO.

**Integrated Resource Information Systems Team**
ROD JORGENSON, Soil Scientist, SO; ROB MORROW, Ecologist, SO; LEIGH BAILEY, Hydrologist, SO; MARILYN OLSON, Biological Science Technician, SO; FRANCIS RUSSO, Forestry Technician, SO; BRAD SANDERS, Ecologist, SO.

**GIS Section Team**
M.G. DAY, Forestry Technician, Council RD; DENNIS MARTI, Civil Engineering Technician, SO; PATRICIA GORDON, Computer Assistant, SO; LISA ACREA, Forestry Aid, SO; JIM SPARZA, Forestry Aid, SO; ROD LUDVIGSEN, Forester, New Meadows RD.

**Landscape Analysis Team**
DANIEL R. ANDERSON, Forester, McCall RD; SUSAN DIXON, Forester, New Meadows RD; CHRISTINE BRUNNER, Forester, New Meadows RD; JAMES FITZGERALD, Hydrologist, McCall RD; ROBERT PECKHAM, Outdoor Recreation Planner, McCall RD; BARBARA HOLLIDAY, Wildlife Biologist, Council RD; DAVID EDE, Writer/Editor, SO; MORGAN BEVERIDGE, Forestry Technician, New Meadows RD; JAMES REES, Wildlife Biologist, SO; RICHARD UBERUAGA, Fish Biologist, New Meadows RD; JOHN BALLENOT, Writer/Editor, New Meadows RD; SHANE JEFFRIES, Wildlife Biologist, Council RD; DAVID FAUROT, Fish Biologist, Council RD; DAVE KENNELL, Hydrologist, SO; GREG LESCH, Hydrologist, Weiser RD; RICK BELNAP, Supervisory Forestry Technician, Krassel RD; SYLVIA CLARK, Range Conservationist, New Meadows RD; LEE JACOBSON, Fish Biologist, McCall RD; TOM KELLIE, Range Conservationist, New Meadows RD; RICHARD FOSTER, Supervisory Forester, New Meadows RD; AL BECKER, Supervisory Range Conservationist, New Meadows RD; KELLY MARTIN, Supervisory Forestry Technician, SO; CURT SPALDING, Forester, SO; LISA OSTERMILLER, Wildlife Biologist, SO; BETH LUDVIGSEN, Landscape Architect, SO; MIKE DIXON, Civil Engineer, SO; JIM WINFREY, Archaeologist, SO; ANDY HDOD, Hydro Technician, McCall RD; JAMIE MELBO, Biological Science Aid, McCall RD; PEGGY WEAVER, Biological Science Technician, McCall RD; JEFF KIRSCH, Soil Scientist, Council RD.

**Spot Awards**
KAREN BAILEY, Resource Clerk, COUNCIL RD—$25 for additional duties assumed during detail.
LEE A. KESLER, Resource Clerk, Council RD—$25 for additional duties assumed during detail.

**QSI's**
BRENDA J. CORY, Personnel Officer, SO.
JOY R. THOMAS, Personnel Management Specialist, SO.
SHANE JEFFRIES, Wildlife Biological, Council RD.
ERIC A. BRUNNER, Supervisory Forester, Council RD.
DUKE NORFLEET, Forestry Technician, Dispatch Coordinator, SO.
NIKKI DYKE, Fuels Management Officer, SO.
VICKI L. FORD, Resource Clerk, Weiser RD.
NEAL DAVIS, Supervisory Forestry Technician, Smokejumper Base.
MERRILL SALEEN, Air Officer, SO.

**Length of Service**
DIANNA BATE, Resource Clerk, Krassel RD—10 years.
LYNN DIXON, Forester, New Meadows RD—10 years.
JAMES HANSON, Forestry Technician Smokejumper—10 years.
PEGGY HAREN, Realty Specialist, SO—10 years.
DALENE LEMBERES, SSS, SO—10 years.
KELLY MARTIN, Supervisory Forestry Technician, SO—10 years.
DENNIS MCCOY, Lead Forestry Technician, SO—10 years.
STEVE MELLO, Forestry Technician Smokejumper—10 years.
PETE PRIDE, Lead Forestry Technician Smokejumper—10 years.
GLORIA RINGEL, Personnel Clerk, SO—10 years.
JOHN STRIGHT, Lead Forestry Technician Smokejumper—10 years.
JESUS TORRES, Survey Technician, SO—10 years.
KARAN WATERS, Hydro Technician, SO—10 years.
AL BECKER, Supervisory Range Conservationist, New Meadows RD—20 years.
TOM FRENCH, Warehouse Worker Foreman, SO Fire—20 years.
DAN FELT, Supervisory Forestry Technician Smokejumper—20 years.
BILL FLORENCE, Forestry Technician, Council RD—20 years.
FLOYD GORDON, Wildlife Biologist, SO—20 years.
JACK IRISH, Forester, New Meadows RD—20 years.
JEFF KAHLER, Civil Engineering Technician, SO—20 years.
HOWARD KEMP, Forester, New Meadows RD—20 years.
DAVE MASON, Automotive Repair Inspector, SO—20 years.
MERRILL SALEEN, Supervisory Forestry Technician, SO—20 years.
RICHARD UBERUAGA, Fish Biologist, New Meadows RD—20 years.
MIKE VOGEL, Civil Engineering Technician, SO—20 years.
GARY ELLIOT, Forester, McCall RD—25 years.

**Appointments**
CAROLYN SHAFFER, Office Automation Clerk, SO.
CHRISTIAN RAMIREZ, Forestry Technician, Weiser RD.
PATRICIA GORDON, Office Automation Clerk, SO.
DEBORAH HULSE, Forestry Technician (Heli), Krassel RD.
ANNA CHRISTENSEN, Forestry Technician, New Meadows RD.
PIERRE CAIN, Forestry Technician (Heli), Krassel RD.
EUGENE HODGES, Forestry Technician (Heli), Krassel RD.
TREINA WEITZ, Forestry Technician (Heli), Krassel RD.
ROBERT BUTLER, Survey Technician, SO.
JAMES FIELDS, Engineering Equipment Operator, SO.
BILL SWIFT, Survey Technician, SO.
TODD THOMPSON, Engineering Equipment Operator, SO.
RICHARD HIETER, Engineering Equipment Operator, SO.
WILLIAM RAUTSAW, Forestry Technician, New Meadows RD.
CATHY BARNETT, Lead Forestry Technician, New Meadows RD.
GENEVA WOODS, Forestry Technician, Council RD.
SCOTT HOWERTON, Lead Forestry Technician, Council RD.
TYLER BENTLEY, Lead Forestry Technician, McCall RD.
JEFFREY SHINN, Hydro Technician, Weiser RD.
GARY KOSKIE, Civil Engineering Technician, SO.
LINDA STRAIN, Forestry Technician, Weiser RD.
TODD STEPHENS, Forestry Technician, Council RD.
MELANIE SUTTON, Forestry Technician, Council RD.
MIKE LEWIS, Forestry Technician, Weiser RD.
SUZANNE HESLEMANN, Lead Forestry Technician, Krassel RD.
THOMAS CRAWFORD, Hydro Technician, Krassel RD.
ROBERT CORDTZ, Forestry Technician, Krassel RD.
LORI FLEMMER, Civil Engineering Technician, SO.
TIMOTHY KELLER, Forestry Technician, New Meadows RD.
RENEE BIDIMAN, Information Assistant, SO.
KATHLEEN RUDDLE-ROLLMAN, Lead Forestry Technician, New Meadows/McCall RD's, from Nez Perce NF.

**Conversions**
DOUGLAS HAVLINA, Co-op Ed, to Range Conservationist, Weiser RD.

**Promotions in Place**
CLARK LUCAS, Forester, Council RD.
ALLEN HERSEL, Survey Technician, SO.
MIKE COFFEY, Surveyor, SO.
HOLLY BECKER, Hydro Technician, Council RD.
SANDRA HARDIN, AMA, McCall RD.
PATSY MICHEL, Accounting Technician, SO.
PAM BARNETT, SSS, Council RD.

**Reassignments**
LOTHAR KOSOSIK, Forestry Technician, McCall RD, to Forestry Technician, New Meadows RD.
RANDY ZUNIGA, Hydrologist, SO, to Hydrologist, McCall RD.
PATTI STIEGER, Forestry Technician, Krassel RD to Forestry Technician, McCall RD.
VICKI FORD, Resource Clerk, Weiser RD, to SSS, Weiser RD.
JAMES AMELL, Forestry Technician, Council RD, to Forestry Technician (AFMO), Council RD.
PAMELA KRIGBAUM, SSS, Krassel RD, to Budget Analyst, SO.
JOYCE STECKMAN, SSS, New Meadows RD, to Purchasing Agent, SO.
ROBERT CHARLEY, Forestry Technician SMJ, SO.
GARY MURPHY, Forestry Technician (Assistant Dispatcher), SO.

**Resignations**
PAT KOWALCHUK, Forestry Technician, McCall RD.
LINDA FITCH, Ranger, McCall RD.

**Retirements**
SIGNA HUTCHISON, SSS, Weiser RD.
CHARLES DANIELS, Survey Technician, SO Engineering—West Zone.

**Buyout Incentive**
KELLY FORD, Civil Engineering Technician, SO.
GENE HARDY, Engineering Equipment Operator Foreman, SO.
DAVE FAUROT, Fish Biologist, Council RD.

**Transfer Out**
CURT MCCHESNEY, FMO, Weiser RD, to Forestry Technician (FMO), West Fork RD, Bitterroot NF.
ERIC BRUNNER, Supervisory Forester (TMA) to Forester, Chippewa-Superior NF's.
DIANNA KNADEL, Telecommunication Specialist, SO, to Telecommunication Specialist, Shoshone NF.
JUDITH PEREZ, Forester, Council RD, to Forester, Tule River RD, Sequoia NF.
DAVE MYERS, Range Conservationist, New Meadows RD, to Range Management Specialist, Medicine Bow-Routt NF's.

**Transfer In**
DIANNA TIBBETS, Management and Program Analyst, West Zone, from Uinta NF.
BENJAMIN HIPPLE, Civil Engineer, SO, from Uinta NF.
MICHAEL PILLERS, Computer Specialist, SO, from Umpqua NF.
GREGORY VERGARI, Supervisory Forestry Technician (FMO), Council RD, from Wallowa-Whitman NF.
KENT ELLETT, Rangeland Management Specialist, Council RD from Humboldt NF.
JAY KING, Botanist, SO, from Caribou NF.
DENNIS WINKLER, Forester, Weiser RD, from Winema NF.
JEFFREY CANFIELD, Supervisory Forester (TMA), West Zone, from Kootenai NF.
DOUGLAS JONES, Supervisory Forester (TMA), East Zone, from Nantahala NF.
KIMBERLY BRANDEL, Ranger, New Meadows RD, from Pisgah NF.

**Reinstatements**
VALERIE SHAW, Office Automation Clerk, SO.

## *Salmon-Challis NF*

**Cash**
BRIAN WATTS, Range Management Specialist, Leadore RD—$500 for Superior Performance as a trainee Supervisory Range Management Specialist. Brian successfully functioned as a program manager of range, fire, watershed and noxious weed control while the ADR/Supervisory Range Management Specialist position was vacant.

**Spot Award**
DIANE SCHULDT, Wildlife Biologist, Cobalt RD—For outstanding performance and commitment to accomplish the 1994 fish and rare plant annual report.
MARK WHITNEY, Forestry Technician, North Fork RD—For participation in our partnership project with Horse Creek Outfitters, Inc. A water gap was removed, improving fisheries habitat and further protecting riparian.
JAMES UPCHURCH, Wilderness Technician, North Fork—For continuance of wilderness support and participation in all aspects of our 1994 program.

**Quality Step Increase**
ROBERT MICKELSEN, Range Technician, Cobalt RD—For outstanding accomplishments in range vegetation management on the Cobalt RD in $250.
JOSEPH CARVELHO, Forestry Technician, SO—For outstanding performance during FY94, primarily for successful implementation of the interagency fire agreement creating an interagency fire organization.

**Length of Service**
EILEEN HAVENS, Supervisory Budget Analyst, SO—20 years.
JAMES UPCHURCH, Forestry Technician, North Fork RD—5 years.
MARK GIACOLETTO, Forester, Lost River RD—10 years.
LUCINDA HAGGAS, Ecologist, North Fork RD—10 years.
TERESA JOHNSON, Payroll Clerk, SO—5 years.

**Appointments**
CARA DENNY, Information Receptionist, Leadore RD.
DEAN JACKSON, Engineering Equipment Operator, SO.

**Promotions**
GARY MILLS, Forestry Technician, Cobalt RD.
MARK WHITNEY, Supervisory Forestry Technician, North Fork RD.

**Promotions in Place**
ROSA ERICKSON, Information Receptionist, Lost River RD to Information Assistant, Lost River RD.

**Reassignments**
PAM MIHELICH, Administrative Officer, Prescott NF to Administrative Officer, SO.
ELIZABETH MCFARLAND, Geologist, Deer Lodge NF, to Geologist, SO.
DAVID MACHADO, Forestry Technician, Cobalt RD, to Supervisory Forestry Technician.
BILL BAER, Forestry Technician, Salmon RD, to Forestry Technician, North Fork RD.
CHRIS HEITSTUMAN, Supervisory Forestry Technician, Cobalt RD, to Forestry Technician, Cobalt RD.
KRIS HURLESS, Civilian Pay Technician, SO, to Business Management Assistant, SO.
TERESA JOHNSON, Payroll Clerk Typing, SO, to Civilian Pay Technician, SO.
RICHARD MADRILL, Range Conservationist, Dixie NF, to Range Conservationist, Leadore RD.
RUSSELL BJORKLUND, Supervisory Forester, Cobalt RD to Mineral Management Specialist, Cobalt RD.
BARBARA MACHADO, Hydrologist, Fremont NF, to Hydrologist, SO.
DAVID MACHADO, Supervisory Range Technician, BLM, to Forestry Technician, SO.

**Resignations**
NANCY FIEGEL, Forestry Technician, Middle Fork RD.
JIMMIE JAMES, Information Assistant, SO.
ERNEST SMITH, Forestry Technician, North Fork RD.
LUCINDA WALKER, Information Assistant, Leadore RD.

**Retirements**
GENE JENSEN, Supervisory Land Management Planner, SO.
SUSANNE SMITH, Information Assistant, North Fork RD.

# Personnel

## Sawtooth NF

**Spot**
GUNTER LENDEN, Motor Vehicle Operator, Ketchum RD—Awarded good job buttons.

**Special Act**
SHARON LABRECQUE-SMITH, Planning Staff, and JOHN LLOYD, Forest Fisheries Biologist, SNRA—In recognition of your outstanding contributions to the development of the Stanley Basin Allotment Management Plan EIS. Your professional dedication and personal sacrifices have substantially benefited anadromous fish, riparian habitat, and recreation resources in Stanley Basin.

**Performance Award**
LOUIS HENDRIX, Construction Representative, Twin Falls RD—Sustained superior performance by providing exceptional expertise in contract preparation and administration of all major construction projects on the Forest and invaluable assistance to the Acting Forest Engineer and Minerals Staff Officer following the retirement of 50 percent of the Engineering Organization.
JEFFERY GABARDI, Mining Engineer, SO—Sustained superior performance by providing exceptional expertise in the Forest's Locatable Minerals Program and invaluable maintenance as Acting Forest Engineer and Minerals Staff Officer following the retirement of 50 percent of the Engineering Organization.
DEBORAH GOLD, Personnel Assistant, SO—Presented in recognition and appreciation of your efforts above and beyond the duties of Secretary to the Forest Supervisor.

**Promotions**
GREG BARNES, Hydrologist, Weiser RD, to Hydrologist, SO.

**Reassignments**
DAN KINNEY, Fremont NF, Lakeview RD, to Burley RD.
KIMBERLY HOLFELDT, Francis Marian NF, Witherbee RD, to Forester, SNRA.
KEVIN JOSEPH, Stanley RD to Zone FMO, Bridger-Teton NF, Pinedale RD.
ANNETTE JOSEPH, Stanley RD to Range Management Specialist, Bridger-Teton NF, Big Piney RD.
TERRY CLARK, Ketchum RD to White Mt. NF, District Ranger, Saco RD.

**Retirements**
RAY WALLACE, Mining Engineer, SO.
JOE BERRY, Personnel Management Specialist, SO.

## Targhee NF

**Cash**
CHARLES JOHNSON, Telecommunications Specialist, SO—Due to the Dubois and Teton Basin RD's moving into new offices, Charlie had an increased workload. In addition to getting radios and telephones installed in the new offices, he helped with wiring for the computer system.
CAROL KLINGLER, Computer Specialist, SO—Due to the Dubois and Teton Basin RD's moving into new offices, Carol had an increased workload. In order to complete this job, she was required to learn wiring technology. She also assisted the electrical contractor.
MICHELLE HEAPS, Personnel Management Specialist, SO—For successfully managing an extremely large staffing workload over the past three months and for handling the personnel specialist work associated with both the Bridger-Teton and Targhee NFs while her supervisor was on detail.
CAROL CUSHING, Land Use Planner, SO—(Given by the Malheur NF)—For sustained superior performance during FY 1994.

**Spot**
S. LORENE PARKER, Resource Clerk, Island Park RD—For providing extra effort in bringing the non-recreational Special Use Permits up-to-date.
GARY GOODWIN, Computer Programmer Analyst, SO—For your continuous help and support to solve Teton Basin's unique computer programming problems aside from and in addition to your regular duties.

**Appointments**
JUDITH WARRICK, Ecologist, Ashton RD.
DELL RAY BURNSIDE, Engineering Equipment Operator, Ashton RD.

**Promotions**
CAROL CUSHING, Supervisory Forester, Malheur NF, Long Creek RD to Land Use Planner, SO.

**Promotions in Place**
EUGENE MCGREGOR, Forestry Technician, Teton Basin RD.
KRISTINA DREWES, Forestry Technician, Ashton RD.

**Resignation (Buy-Out)**
FARREN CHRISTENSEN, Engineering Equipment Operator, SO.

**Retirements**
DONALD PARKER, Manpower Development Specialist, SO.

## Wasatch-Cache NF

**Special Act**
ROBERT TONIOLI, Soil Scientist, Ogden RD—For outstanding leadership in managing the Ogden RD Fire Program during the extreme 1994 fire season.
RICHARD VALLEJOS, Supervisory Forester, Ogden RD—For excellent work in preparing Snowbasin's "Mt Ogden Bowl Chairlift/Downhill Race Corridor" Environmental Assessment.
CLAIR UPTON, Accountant, SO—For accepting additional duties, above and beyond the normal job assignments, you helped maintain the Intermountain Audit program's service to the field.
JANET JOHNSON, Outdoor Recreation Planner, Kamas RD—For successful development and awarding of the Heber RD recreation concessionaire prospectus of all district campgrounds and developed sites.
AMY DEFREESE, Wilderness Ranger, Kamas RD—Amy spent her first year at the Kamas RD as a volunteer. Although still a college student, Amy was mature, responsible, and self-motivated. She willingly and enthusiastically accomplished all tasks asked of her. This included her primary duty of wilderness patrol as well as assisting in TES studies, conducting statistical surveys and trail work projects. She proved herself as an extremely valuable employee while still a volunteer. We felt very fortunate to have her return in the summer of 1994 as a paid employee. Again Amy was outstanding in her work ethic and her ability. She assumed responsibility for our Boy Scout educational programs both at Camp Steiner and at the RD. She was lead wilderness ranger and coordinated many of the field work activities. Amy's cheerful laughter and outstanding skills helped make the summer of '94 productive and enjoyable.
JOHN SIBBERNSEN, Forester, Logan RD—For outstanding sustained leadership in the successful completion of the ISTEA application for the Logan Canyon Scenic Byway.

**Performance Awards**
PAMELA WESSEL, Civil Engineering Technician, SO—For exceptional performance and extra effort in fulfilling engineering responsibilities for the accomplishment of program goals and objectives.
CRAIG WEIR, Engineering Equipment Operator Leader, SO—For taking initiative and providing exceptional leadership in the management of road maintenance and recreation construction projects (force account) during FY 1994.
MELANIE WHITESIDES, Personnel Clerk, SO—For your continuing superior performance during a year which has included substantial changes in personnel laws, regulations, and procedures. Although this has been a period matched by no other for the number and extent of changes in our personnel system, you have performed your duties with diligence and accuracy. You have continued to be customer oriented and understanding of the stress that all Forest personnel are experiencing. You are a continuing asset to the Wasatch-Cache NF and the Forest Service.
SONIA PAGE, Personnel Clerk, SO—For your continuing superior performance during a year which has included substantial changes in personnel laws, regulations, and procedures. Although this has been a period matched by no other for the number and extent of changes in our personnel system, you have performed your duties with diligence and accuracy. You have continued to be customer oriented and understanding of the stress that all Forest personnel are experiencing. You are a continuing asset to the Wasatch-Cache NF and the Forest Service.
ELAYNE PARKER, Personnel Management Specialist, SO—Throughout FY 1994, Elayne has continued to demonstrate a superior degree of performance while carrying out her duties as Personnel Management Specialist for both the Wasatch-Cache NF and the Geometronics Service Center. Elayne's communication skills always portray good advice, alternatives or suggestions. She continues to spot discrepancies and brings to the attention of others to achieve or disseminate accurate information. In addition to her regular duties, Elayne's detail as Acting Personnel Officer and management of the Personnel program for both units has continued to display quality, quantity, and customer service. In spite of constant changes through the fiscal year, Elayne's performance in all personnel areas continues to be completed by established deadlines. Additional collateral duties include serving as the Forest Federal Women's Program Manager, disseminating information for this program, doing research and compiling, the majority of which is accomplished on her own time.
GLORIA MCCABE, Personnel Officer, SO—For outstanding performance of carrying out the work as Acting Administrative Officer for both the Wasatch-Cache and Uinta NFs.
DEVON ROBINSON, Purchasing Agent, SO—For superior performance in all areas in your job on the Wasatch-Cache NF during FY 94.
LINDA CUNNINGHAM, Accounting Technician, SO—For superior performance in all areas of your job on the Wasatch-Cache NF during FY 94.
NEAL RIFFLE, Supervisory Forester, SO—For outstanding performance in your duties as Timber/Fire Staff Officer for the Wasatch-Cache NF.

**Superior Performance**
MARJORIE IVERSON, Resource Clerk, Salt Lake RD—For outstanding performance in FY 1994 and going beyond the call of duty.

**Group Award**
DAVID PREVEDEL (RO), SUZANNE JOHNSON (RO), TERESA SWIATEK (RO), and EVELYN SIBBERNSEN—For significant participation in using remote sensing and GIS to develop vegetation cover type, density, and growth from layers for the Wasatch-Cache NF.

MICHAEL BARRY, VERN CREASAP, CRAIG WEIR, NANCY BRUNSWICK (Dixie NF), SHELLEY PAIGE (RO)—For significant participation in the coordination, development, and management of GIS data, especially roads and land ownership, for the Wasatch-Cache plan revision.

CHIP SIBBERNSEN, Logan RD; LARRY JOHNSON, Evanston RD; DAN ARLING, Ogden RD, and LIZ SCHUPPERT, Evanston RD—For your efforts in developing the document "How to Improve the Uinta and Wasatch-Cache National Forests' Monitoring Program." All your hard work is greatly appreciated.

**Quality Step Increase**
SCOTT BUSHMAN, Supervisory Forestry Technician, Interagency Hotshot Crew Superintendent, Logan RD.
KIM CHRISTENSEN, Criminal Investigator, Ogden RD.
RANDY WELSH, District Ranger, Ogden RD.
STEPHEN RYBERG, District Ranger, Evanston/Mountain View RDs.
REESE POPE, Supervisory Community Planner, SO.
LARRY LUCAS, Supervisory Forester, SO.
MELISSA BLACKWELL, District Ranger, Kamas RD.
MIKE SIEG, District Ranger, Salt Lake RD.

**Length of Service**
RICHARD HARRIS, Supervisory Civil Engineer, SO—30 years.
FRANK WIGGINS, Forestry Technician, SO—30 years.
KENNETH BROWN, Telecommunication Specialist, SO—25 years.
LARRY JOHNSON, Environmental Coordinator, Evanston RD—25 years.
VERNON CREASAP, Physical Scientist, SO—25 years.
LYNN WILLIAMS, Natural Resource Manager, Kamas RD—25 years.
GERALD BRUNNER, Forester, Logan RD—20 years.
DON D'ERCOLE, Forestry Technician, Salt Lake RD—20 years.
LARRY GILLHAM, Forester, Salt Lake RD—20 years.
ROBERT O'DELL, Supervisory Forester, Evanston RD—20 years.
RONALD PLATH, Civil Engineering, SO—20 years.
RICHARD RUSK, Forester, Salt Lake RD—20 years.
GORDON WILLIAMS, Landscape Architect, SO—20 years.
RICHARD ZOBELL, Rangeland Management Specialist, Mountain View RD—20 years.
KATHLEEN ANDERSON, Resource Staff Officer, SO—10 years.
MURICE BROWN, Surveying Technician, SO—10 years.
DIANE HARLEY, Computer Assistant OA, SO—10 years.
LISA JACKSON, SSS, Ogden RD—10 years.
MELANIE WHITESIDES, Personnel Clerk, SO—10 years.
MARYLEA NIELSEN, Budget Analyst, SO—10 years
JOYCE WILLIAMS, Computer Assistant, Evanston RD—10 years
DAN ARLING, Wildlife Biologist, Ogden RD—5 years
LINDA CUNNINGHAM, Accounting Technician—5 years
SONIA PAGE, Personnel Clerk, SO—5 years
ERICH ROEBER, Landscape Architect, SO—5 years.
BRUCE STROM, Forestry Technician, Kamas RD—5 years.
DAVID REAM, Natural Resource Recreation Manager, Salt Lake RD—5 years.
LINDA PETERSON, Law Enforcement Officer, Ogden RD—5 years.
TAMRA MONTORO, Resource Clerk, Ogden RD—5 years.
BRIAN FEREBEE, Wildlife Biologist, Kamas RD—5 years.
PAUL COWLEY, Fish Biologist, SO—5 years.

**Retirements**
NEAL RIFFLE, SO, Timber/Fire Staff Officer.
GARY McCORMICK, SO, Survey Technician.

**—REMINDER—**

**Deadline for submitting *personnel information* or *articles* is the first of the month prior to desired publication date.**

United States Department of Agriculture
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# Ogden Area Retirees Learn More About Current Forest Service Issues

Forest Service Retirees from the Ogden area gathered on May 16 to hear about Forest Service issues. About 60 retirees enjoyed a morning filled with speakers and socializing.

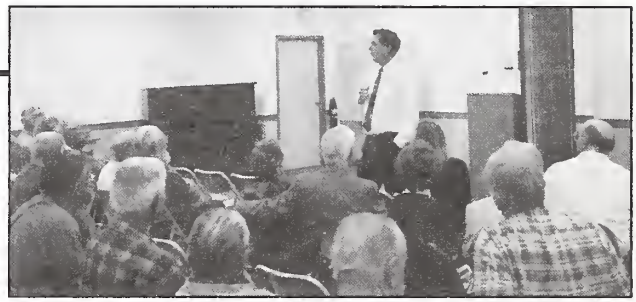
Regional Forester Dale Bosworth spoke about salvage timber sales, reissuance of grazing permits, employee safety, reorganization, and states rights issues. Several retirees asked Dale to address other natural resource issues. Assistant INT Station Director Keith Evans also spoke to the retirees. He discussed changes affecting research, budget, personnel, and retirements. Sandy Martin, Staff Assistant from Congressman James Hansen's (R-UT) office answered questions in relation to Social Security benefits and COLA's.

Door prizes were donated by the Forest Service Women's Association, Forest Service retirees Fern Blasko and Stan Tixier, and Ogden Government Employee's Credit Union. Marion Morrill brought various woodwork items to display, and Bill Rozynek showed some woodturning pieces he had hand-crafted. Fern Blasko showed off her Smokey and Woodsy Owl collectibles that she gathered during her career.

The Old Timer's Club presented Tami Montoro, Retiree Liaison, with a beautiful planter in appreciation for her work with the Club. They also presented a planter to Dale and Keith.

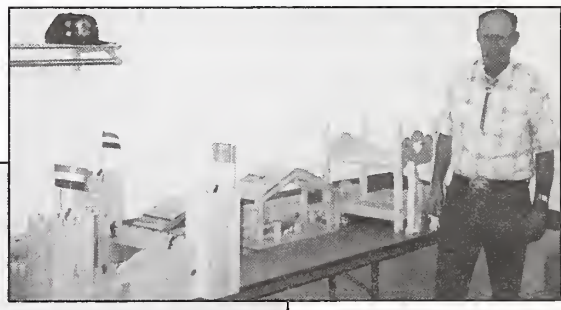
A wonderful time was had by all retirees. Special thanks to the Retiree Advisory Board: Fern Blasko, Verla McClellan, Jim Butler, Hank Cheatham, John Butt and Carter Gibbs.

by Tami Montoro
Retiree Liaison
Regional Office

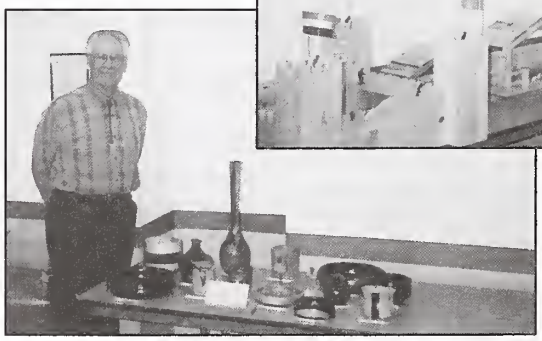


*Regional Forester Dale Bosworth addresses Ogden area retirees.*

*Retirees socialize as they wait for refreshments.*



*Marion Morrill exhibits his unique woodwork.*



*Bill Rozynek displays his woodturning items.*



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